1943.

3d
WEEKLY

NE 5, 1943

Nursing times

CONTENTS

Differences

rse and Tuberculosis

Student Nurse

gnant Woman in Industry

al Nursing ncil for England and Wales

liament: second ing of the Nurses land) Bill

ondence

rrow's Nurses

In Brief

College of Nursing News

LIXEN
BRAND

The Good-Natured Laxative

The LIXEN preparations of senna have the following advantages:

1 **Safety**—whereas some aperient preparations have been found to produce harmful effects.
2 **Efficiency**—whereas many aperients produce after-constipation, resulting in the need for larger doses, and eventually a purgative habit.
3 Preparation from senna pods, which are considered more effective than the leaves.
4 Preparation by a special cold process to obviate griping.
5 Pleasant flavouring.
6 Suitable for adults, children, invalids, and the aged.

LIXEN
ELIXIR OF SENNA PODS
In bottles of 4oz. **2/3** and 8oz. **3/11**
Including Purchase Tax

LIXEN
LAXATIVE LOZENGES
In bottles of 30 - 1/8
Including Purchase Tax

ALLEN & HANBURYS LTD
LONDON · E · 2

Telephone: BISHOPSGATE 3201 (12 lines)
Telegrams: "GREENBURYS BETH LONDON"

Registered as a Newspaper

OL. XXXIX. No. 1988

Journal of the Royal College of Nursing

The Trappings of Constipation . . .

To our grandparents the Victorian mansion was a "desirable" residence, with its many bedrooms, its basements; and, often, but one ill-ventilated water-closet. It held many a martyr to constipation, which was relieved by drastic purgatives.

By prescribing Agarol and a suitable regime of exercise and diet, the modern doctor not only relieves but cures constipation.

Agarol Compound is an emulsion of mineral oil with an experimentally determined dose of phenolphthalein which softens the intestinal contents and assures adequate peristaltic stimulation and thorough evacuation.

AGAROL

for Constipation

WILLIAM R. WARNER & CO., LTD.,
150-158, Kensington High Street, London, W.8. (*Temporary Wartime Address*)

VITAMIN THERAPY IN PREGNANCY

Widespread Causes of Sub-Nutrition

Poverty is by no means the only cause of nutritional deficiency; the latter exists in all classes of society. Too great dependence on over-refined foods may result in sub-optimal intakes even with diets freely chosen under favourable economic conditions. Overwork, worry, chronic infections and debilitating states generally may all play a part in decreasing the optimal intake of the essential food elements.

Investigations of the effects of different levels of vitamin intake, and other long-term experiments, now greatly facilitated by modern methods of assay, have enabled a fairly accurate opinion to be formed as to the necessary intake of essential vitamins and minerals.

A Single Supplement for Multiple Deficiencies

Pregnavite Tablets contain vitamins A, B_1, C and D, together with calcium, phosphorus and available iron, in correct amounts and proportions to meet the requirements of pregnancy and in the most convenient and economical form.

Further particulars concerning Pregnavite on request to Vitamins Ltd. (Dept. NTPR.*), 23, Upper Mall, London, W.6.*

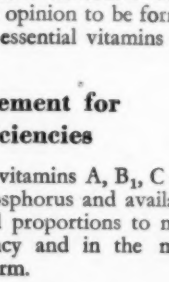
Confidence in Antisepsis

'Dettol' is an efficient bactericide. It is persistent. It is stable. It is non-poisonous, non-staining. Clear and clean, it is even pleasant in use. These properties have combined to distinguish 'Dettol' and to win professional confidence. 'Dettol' can be used at fully effective strengths without danger or discomfort. Moreover, germicidal efficiency is maintained when blood or pus – even in considerable quantity – is present.

From all Chemists and Medical Suppliers. Special sizes for Medical and Hospital use.

DETTOL
TRADE MARK
THE MODERN ANTISEPTIC

To Keep Your Skin Clear and Healthy



Use Cuticura, the MEDICINAL and TOILET soap. Its marvellously refining, antiseptic lather clears away blemishes and gives you a beautifully clear complexion, radiant with health.

187

Cuticura SOAP

Pains I used to Dread

"I was keen to join one of the services but feared they wouldn't accept me. You see I knew I was subject to periodical pains which made me helpless while they lasted and I was afraid that even if I got in I should soon be turned out again as a 'wash-out.' I explained my trouble to a friend and she said at once 'those pains needn't stop you—simply get a box of A-K Tablets and take one or two in time. You'll be able to carry on without interruption. No depressing pain, no headache, no prostration.' I followed her advice and A-K are positively amazing." Get A-K Tablets to-day

NOTE.—A-K is how thousands of women ask for Anti-Kamnia brand Analgesic Tablets. If you say A-K your chemist will know. 1/5 *a box (Including Tax).*

OFFICIAL ANNOUNCEMENTS

s per inch; minimum charge 10/-

THE ROYAL COLLEGE OF NURSING

ses for trained nurses in preparation for:—
lth Visiting. Six months' course.
ntal Nursing. Whole time courses for
r taking up work in industry, held in
don, Glasgow and Leeds; correspondence
ses for nurses in industry.
ew Teachers. One year whole-time.
ic Course. Eighteen months, whole-
e.
ply to the Director, Education Department
College of Nursing, 1a, Henrietta Place,
nd Square, W. 1. (1)

THE ROYAL COLLEGE OF NURSING
Ellen Sarah Fountain Grant

Council of the Royal College of Nursing will
r applications for the above grant to the
of £10, to be expended on some form of
duate study.
grant is available to any nurse who is a
r of the Royal College of Nursing and who
at one of the following hospitals:—
**don Hospital for Consumption and Diseases
f the Chest, S.W. 3.**
ch Hospital, S.E. 11.
n's Hospital, Greenwich, S.E. 10.
successful applicant will be asked to render
tement showing how the grant has been
ded at the end of the course undertaken.
ication forms may be obtained from the
r in the Education Department, Royal
e of Nursing, 1a Henrietta Place, Cavendish
e, London, W. 1.
ember 1942. (5)

THE ROYAL COLLEGE OF NURSING.

following scholarships to assist members
e industrial nursing courses are offered:—
BOOTS THE CHEMISTS, LTD., £50.
Or the Public Health Section:—
GILLETE INDUSTRIES, LTD. (for
London course), £50.
KODAK (for a provincial course),
£22 10s.
ersary of £10 10s. is also available.
e of scholarship examination'—June 26.
rtificates and fee of 10s. must be sent in before
22 to:— The Director,
Education Department, 1A, Hendrietta Place,
Cavendish Square, London, W.1. (1129)

GENERAL NURSING COUNCIL FOR ENGLAND AND WALES

SEPTEMBER 1943 EXAMINATIONS

further notice the Written Part of
Preliminary Examination (Part I and
II) and Final Examinations will be
as far as possible, in every town in
nd and Wales in which there is a
ing School.

Written Part of the Preliminary
ination will be held on Tuesday, 21st
mber, 1943, and the Written Part of
Final Examination will be held on
nesday, 22nd September, 1943. On the
of the Written Examination each
didate will be notified of the place, date
time of her Oral and Practical Exami-
s. The Oral and Practical part of the
minary Examination will be held in
week beginning 4th October and the
and Practical part of the Final
inations in the week beginning 11th
ber.

st day for applying for entry forms,
day, 1st June, 1943.

st day for applying for entry forms,
day, 15th June, 1943.

st day for sending in completed entry
s, Tuesday, 22nd June, 1943.

didates are reminded that they them-
s are individually responsible for
ining that they have received an
form by the required date, and that
completed entry has been despatched
me to reach the offices of the Council
Tuesday, 22nd June, 1943. Applications
rms should be addressed to the Regis-
The General Nursing Council for
nd and Wales, 23, Portland Place,
n, W.1. You are requested not to
application by telephone.

plications for entry forms for the
inations must state: 1. The number
rms, required for candidates entering
the first time. 2. The number of forms
ired for candidates re-entering or for
didates whose fees have been held over
eturned.

ndidates for Part I only of the Pre-
ary Examination must have completed
ess than six months training by the
of the written examination, and if
ing after a pre-nursing course must
attained the age of 17½ by 14th Octo-
1943.

(continued in next column)

Candidates entering for Part I and Part II together and candidates entering for Part II of the Preliminary Examination who are due to complete the prescribed training (i.e., not less than one year) by the end of December will be amitted to the September Examination.

Candidates who are due to complete their prescribed training as required by the General Nursing Council, and to attain the required age by the last day of December will be eligible to apply for entry to the September Final Examination.

(Signed) G. E. DAVIES, S.R.N.,
Registrar.
(1982)

RE-UNIONS

NORTH MIDDLESEX HOSPITAL NURSES' LEAGUE, EDMONTON, N.18

The Re-union will be held on Saturday, 26th June, from 3.30 to 6 p.m.

Matron will be pleased to welcome all members. R.S.V.P. to the Secretary.

(1819)

THE NURSES LEAGUE

THE HOSPITAL FOR SICK CHILDREN, Great Ormond Street, London, W.C.1, Re-union tea will be held in the Nurses house, Guilford Street, on June 19th, at 3 p.m., R.S.V.P.—Matron. (2081)

UNIVERSITY OF MANCHESTER
EXTRA-MURAL DEPARTMENT
SESSION 1942-43

One-Day Course for State-registered Nurses only. Industrial Nursing. Three Lectures and a Question Hour. Sunday, June 20th, 1943.

Further particulars obtainable from the Director of Extra-Mural Studies, the University, Manchester, 13.

(1940)

PUBLIC HEALTH VACANCIES

BOROUGH OF BARKING
PUBLIC HEALTH DEPARTMENT
APPOINTMENT OF TEMPORARY HEALTH VISITOR

Applications are invited from persons holding the requisite qualifications prescribed by the Minister of Health for the combined appointment of Temporary **Health Visitor and School Nurse.** Salary scale £225 per annum, rising by annual increments of £15 to a maximum of £300 per annum, and a cost of living bonus is at present payable, the commencing salary to be in accordance with experience and qualifications.

Application forms obtainable from the Medical Officer of Health, Town Hall, Barking, Essex, should be returned, duly completed, to the undersigned not later than Tuesday, 15th June, 1943.

Town Hall, E. R. FARR,
Barking, Town Clerk.
Essex. (1807)

ISLE OF ELY COUNTY COUNCIL
APPOINTMENT OF TWO HEALTH VISITORS

Applications are invited for the post of **Health Visitor** (two vacancies).

Applicants must hold the Health Visitor's Certificate of the Royal Sanitary Institute.

The commencing salary, which will be fixed according to experience, will be on a scale of £200 per annum, rising by annual increments of £10 to a maximum of £230, plus a war bonus of 10 per cent. The Local Government Superannuation Act, 1937, will apply, and it will be necessary for the successful candidate to pass a medical examination.

Applications, together with copies of not more than two recent testimonials, should be sent to the County Medical Officer, County Hall, March, as soon as possible.

County Hall, R. F. G. THURLOW,
March. Clerk of the County Council.
22nd May, 1943. (1811)

COUNTY BOROUGH OF BURNLEY
APPOINTMENT OF HEALTH VISITOR

Applications are invited for the position of **Health Visitor** The person appointed will be employed mainly on veneral diseases clinic work, but she will also be employed on other Health Visiting or School Medical work. Previous experience in the treatment of veneral diseases in women is desirable. Salary £235, rising by 4 annual increments to £289 per annum, subject to variation according to the cost of living. Commencing salary according to the qualifications and experience of the successful applicant. Application forms and conditions of appointment from the Medical Officer of Health, Public Health Department, St. James's Street, Burnley, to whom applications should be returned not later than Monday, 14th June, 1943. Canvassing will disqualify.

Town Hall ARCHIBALD GLEN,
Burnley. Town Clerk.
21st May, 1943. (1810)

COUNTY BOROUGH OF EAST HAM
APPOINTMENT OF TUBERCULOSIS NURSE

Applications are invited from duly qualified persons for the position of **Nurse and Visitor** at the Council's Tuberculosis and Chest Clinic.

Commencing salary £205 per annum, rising by annual increments of £15 to £295 per annum, plus war bonus, at present 10s. per week.

The appointment is whole time and subject to the Local Government Superannuation Act, 1937, and to the Council's conditions of service in force for the time being.

The scale of salary is also subject to adjustment if, and when, recommendations are submitted by the Nurses Salaries (Rushcliffe) Committee and put into operation by the Council.

Candidates must be fully trained State Registered Nurses and have had experience in Clinics and Sanatoria or Chest Hospitals for the specialised treatment of Tuberculosis.

Preference will be given to those holding the Certificate of the Tuberculosis Association.

The person appointed must pass satisfactorily a medical examination by a person appointed by the Council, and will be required to act under the control and direction of the Medical Officer of Health.

Applications on forms obtainable from the undersigned must be returned not later than 9 a.m. on Thursday, 10th June, 1943.

Canvassing will disqualify.

Town Hall, C. V. THORNLEY,
East Ham, E.6. Town Clerk.
May, 1943. (1726)

Church Missionary Society.

MEDICAL MISSIONS

Jubilee Thanksgiving Meeting

On Wednesday, June 16th, at 6.30 p.m.

CENTRAL HALL, WESTMINSTER, S.W.

Chairman—The Lord Bishop of Guildford

Speakers—H. Gordon Thompson, M.D., F.R.C.S. (formerly of S. China

The Rev. M. A. C. Warren, General Secretary, C.M.S.

Reserved seats 2/-. Others free (numbered and reserved). Applications to:—
A/Superintendent (Tickets), C.M.S., 6, Salisbury Square, E.C.4.

(1912)

TRAINING & LECTURE COURSES

NORTHUMBERLAND COUNTY COUNCIL
TRAINING OF HEALTH VISITORS

Applications are invited by the above Council from nurses who desire to become **Health Visitors.** Applicants must be State-registered Nurses and they must hold the Certificate of the Central Midwives Board, or the first Certificate under the new rules of the Central Midwives Board.

Candidates should be under the age of 35 years and be prepared to undergo a medical examination. Training will be given at The College of Nursing, Henrietta Street, London, for a period of six months commencing in September, 1943 Candidates will also be required for the Course commencing in January, 1944.

Further particulars and application forms may be obtained from the County Medical Officer, County Hall, Newcastle-upon-Tyne, 1, to whom they should be returned on or before 19th June, 1943. (1758)

MATERNITY NURSING ASSOCIATION,
[63-65, MYDDELTON SQUARE, E.C.1]

Midwifery Training School for Second Examination of the Central Midwives' Board. 1,038 district patients. Reduced fees under Ministry of Health Scheme. Salary during training.

For vacancies apply to the Matron. (477/5)

NATIONAL HEALTH SOCIETY
HEALTH VISITORS

Training Course for **Health Visitors, etc.,** in preparation for Examination approved by the Ministry of Health.

For particulars, apply to Secretary, National Health Society, 90, Buckingham Palace Road, S.W.1. (477/43)

THE MOTHERCRAFT TRAINING SOCIETY

Post-Graduates Courses in Mothercraft for Trained Nurses, Midwives. Course for Untrained Girls **1—2** years.

Truby King methods.

Training school evacuated.

Combined course for Health Visitors with the Royal College of Nursing.

For particulars apply Nursing Director, Cromwell House, Highgate Hill, London, N.6. (477/13)

BOROUGH OF BILSTON
APPOINTMENT OF HEALTH VISITOR.
AMENDED ADVERTISEMENT

Applications are invited for the appointment of a whole-time **Health Visitor** in connection with the Council's Maternity and Child Welfare Scheme.

Th commencing salary will be £230 per annum, rising, subject to satisfactory service, by annual increments of £10 to £260 per annum, plus £10 uniform allowance and £26 per annum cost-of-living bonus.

Candidates must be State Registered Nurses and hold the Health Visitors' Certificate of the Royal Sanitary Institute, or the Diploma issued under the Board of Education (Health Visitors' Training) Regulations, 1919, or approved by the Ministry of Health as Health Visitors.

The appointment will be subject to one month's notice on either side and to the provisions of the Local Government Superannuation Act, 1937. The successful candidate will be required to pass a medical examination.

Applications stating age, qualifications, experience, present position and accompanied by copies of three recent testimonials must be delivered to the Medical Officer of Health, 23, Wellington Road, Bilston, Staffs, not later than Monday, 14th June, 1943.

Town Hall, A. V. WILLIAMS,
Bilston. Town Clerk.
26th May, 1943. (1927)

CITY OF NOTTINGHAM

Applications are invited for the appointment of **Tuberculosis Visitor.** Candidates must be (*a*) fully trained Health Visitors; or (*b*) have already held appointment as Tuberculosis Visitor.

Salary scale (subject to the provisions of the Corporation's Grading Scheme) £200 p.a., rising by increments of £10 to £250 p.a., plus war bonus. Previous experience with another authority in a similar position will be given consideration in fixing the commencing salary. Bus tokens provided.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination and to produce a birth certificate.

Canvassing, directly or indirectly, will disqualify.

Applications, upon a form to be obtained from me, are to be returned endorsed "Tuberculosis Visitor," not later than the 14th June, 1943.

(1728)

Student Health Visitors required by Essex County Council. Salary £150 a year, together with allowances and war bonus. Applicants must hold the Certificate of the C.M.B. and must also be State-registered nurses. For further particulars apply immediately to County Medical Officer of Health, County Hall, Chelmsford. (1856)

STAFFORDSHIRE COUNTY NURSING ASSOCIATION
ALSTONEFIELD

North Staffordshire. Rural area. Combined work. Experienced District Nurse, S.R.N preferred Motorist. House available.

COSELEY

Whole-time Midwife. Increase of staff. Cyclist. Own living arrangements.

WILLENHALL near WOLVERHAMPTON

Whole-time Midwife. Cyclist. Own living arrangements.

Whole-time Relief Midwives and Nurse/Midwives. Nurse with car to serve several adjoining districts. Salaries, S.R.N., S.C.M. £190 rising £10 £220. S.C.M., £180 rising £5 —£200. War Bonus £18 4s. Uniform found. F.S.S. Car allowance £120 per annum. Cycle allowance £5 per annum.

Apply County Superintendent, 44 Wolverhampton Road, Stafford. (2057)

DERBYSHIRE COUNTY COUNCIL
MIDWIVES ACT, 1936 — SECTION 2 (1)

Applications are invited for the appointment of **County Midwives.**

The Midwives will be required to undertake the general duties of County Midwives in any specified areas of the County and they must be State Certified Midwives.

Salary Group A.—In the case of Midwives who are also State-registered Nurses or have had three years' recent experience in the active practice of midwiferly subsequent to qualification as a midwife £200 per annum, rising by annual increments of £10 to £250 per annum, plus a temporary cost of living bonus, which at present is £26 per annum, travelling expenses, and an allowance of £10 per annum for uniform and laundry.

Salary Group B.—Midwives (other than the above) with midwifery training only, £175 per annum, rising by one annual increment of £5 and two of £10 to £200 per annum, plus a temporary cost of living bonus, which at present is £26 per annum, travelling expenses, and an allowance of £10 per annum for uniform and laundry.

Midwives in Group B will be transferred to Group A after three years satisfactory service on the County Council staff.

The Officers appointed will be required to devote their whole time to the service of the County Council and will not be allowed to engage in private practice or any other employment or occupation. The Officers appointed will be required to work under the direction of the County Medical Officer and to live in such parts of the County as he may from time to time direct.

The posts will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

The Appointments will be determinable by three month's notice on either side.

Forms of application may be obtained from the undersigned to whom they should be returned completed by not later than the first post on Saturday, June 19th, 1943, together with copies of not more than three recent testimonials.

New County Offices, W. M. ASH.
Derby. County Medical Officer.
29th May, 1943. (1963)

DERBYSHIRE COUNTY COUNCIL
HEALTH VISITORS AND SCHOOL NURSES
PERMANENT AND TEMPORARY APPOINTMENTS

Applications are invited for the above appointments.

The salary is £210 per annum rising by annual increments to £255 per annum, plus a temporary cost of living bonus, together with reasonable travelling expenses.

Candidates will be required to be State-registered Nurses and possess the Health Visitor's Certificate of the Royal Sanitary Institute or to have held the post of Health Visitor under a local authority with the approval of the Minister of Health.

The Officers appointed will be required to work under the supervision of the County Medical Officer and to devote the whole of their time to duties in connection with maternity and child welfare, tuberculosis and school medical services, and to reside in such parts of the County as may be required. The duties do not include midwifery.

The posts will be subject to the Provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Forms of application may be obtained from the undersigned to whom they should be returned completed by not later than the first post on June 19th, 1943, together with copies of not more than three recent testimonials.

New County Offices, W. M. ASH.
Derby. County Medical Officer.
29th May, 1943. (1964)

BOROUGH OF HENDON
APPOINTMENT OF TEMPORARY HEALTH VISITOR, SCHOOL NURSE AND INFANT LIFE PROTECTION VISITOR

The Council of the Borough of Hendon invite application for the above-mentioned temporary appointment from women possessing the requisite qualifications.

The duties will be mainly in connection with the Council's Maternity and Child Welfare and School Medical Services, but may also include such other duties as may be assigned from time to time by the Medical Officer of Health.

The appointement will be subject to the Council's regulations applicable to temporary officers and the candidate appointed will be required to devote the whole of her time to the duties of the office.

Salary £200 per annum, rising by annual increments of £15 and a final increment of £10 to a maximum of £300, plus cost-of-living bonus as approved by the Council—at present 10s. per week—with uniform in

(continued in next column)

addition.

The successful candidate will be required to pass a medical examination.

Applications, on forms to be provided, accompanied by copies of not more than three recent testimonials, must be received by the undersigned not later than noon on Monday, the 21st day of June, 1943.

Canvassing, either directly or indirectly, or submitting a testimonial from any member of the Council, will be deemed a disqualification.

Dated this 29th day of May, 1943.
Town Hall, LEONARD WORDEN,
Hendon, N.W.4. Town Clerk.
(2064)

SALOP COUNTY COUNCIL
HEALTH VISITOR

The Salop County Council invite applications for the appointment of a Health Visitor to carry out duties in connection with the School Medical, Maternity and Child Welfare, and Tuberculosis Services, and the ascertainment and supervision of mental defectives.

Candidates must be general-trained Nurses, and must possess the qualifications required by the Local Government (Qualification of Medical Officers and Health Visitors) Regulations, 1930-33.

Salary scale £225 by £12 10s. to £250 per annum plus 10 per cent. war bonus (commencing salary according to years of experience) together with travelling expenses in accordance with the Council's scale.

The appointment is subject to the provision of the Local Government and other Officers' Superannuation Act, 1922, and the successful candidate will be required to pass a medical examination.

Application forms and conditions of appointments may be obtained from the County Medical Officer of Health, County Health Offices, College Hill, Shrewsbury, to whom they should be returned with copies of three testimonials as soon as possible.

Shirehall, W. L. EDGE,
Shrewsbury. Clerk of the Council.
29th May, 1943. (1995)

CITY OF SALFORD
PUBLIC HEALTH DEPARTMENT
APPOINTMENT OF HEALTH VISITOR AND SCHOOL NURSE

Applications for this dual appointment are invited from State Registered Nurses who are also qualified Health Visitors. Experience in connection with Infectious Diseases will be an advantage.

Salary £215, rising by annual increments of £10 to £295 per annum, plus a cost-of-living bonus which is at present 10/- per week. Uniform and laundry allowances are also provided. The appointment is subject to the provisions of the Local Government Superannuation Act, 1937.

Form of application and particulars of appointment from the Medical Officer of Health and School Medical Officer, 143, Regent Road, Salford, 5, by whom applications, accompanied by copies of not more than three recent testimonials, must be received not later than 16th June, 1943.

H. H. TOMSON, Town Clerk.
(1911)

possessing the qualifications required by the Ministry of Health for a Tuberculosis Health Visitor.

Salary £200—£10—£270 per annum, plus £13 laundry, £15 uniform, subsistence allowance of 3s. when away and reasonable travelling expenses. Credit given for previous similar service with another local authority. Superannuation scheme. Terms of appointment and application forms from Central Tuberculosis Officer, County Offices, Preston, by 19/6/43. (2077)

HOSPITAL AND OTHER VACANCIES

BOROUGH OF CHEPPING WYCOMBE
WAR-TIME DAY NURSERY

Applications are invited for the appointment of two **Matrons** at War-Time Day Nurseries in the Borough. Candidates must be general trained State-Registered Nurses preferably holding the certificate of the National Society of Day Nurseries, and having previous administrative experience in nursery work. Salary scale £180—£10—£222 per annum. Commencing salary to be fixed according to experience, together with uniform allowance of £10 and meals when on duty. Applications accompanied by copies of two testimonials should be sent to the Medical Officer of Health, Health Centre, Dyke Meadow, High Wycombe, not later than Tuesday, 15th June, 1943.

PHILIP B. BEECROFT, Town Clerk
Municipal Offices, High Wycombe.
29th May, 1943. (1841)

AYR COUNTY COUNCIL
MATRON FOR CLARK CONVALESCENT HOME, LARGS.

Applications are invited from State-Registered Nurses for the appointment of **Matron** of Clark Convalescent Home, Largs (30 children). The salary scale attached to the post is £145 per annum rising by annual increments of £10 to £195 per annum and thereafter to £215 per annum in the eleventh year, with pacing thereon according to approved experience and with the addition of th appropriate war bonus. The successful applicant will require to contribute to the County Council's Superannuation Fund.

Canvassing, either directly or indirectly, will constitute a disqualification.

Applications, giving particulars of training, qualifications and experience, should be lodged (with copies of three recent testimonials) not later than 18th June, 1943.

County Buildings, J. R. LOCKIE,
Ayr. County Clerk.
29th May, 1943. (1944)

THE NEWCASTLE BABIES' HOSPITAL
EVACUATED TO BLAGDON,
SEATON BURN, NORTHUMBERLAND

The Committee invites applications for the post of Matron at the above Hospital. F.S.S. in force. Salary according to experience. Applications stating age and experience and names for reference to Chairman of Management Committee Babies' Hospital, Blagdon, Seaton Burn. (1975)

SURREY COUNTY COUNCIL
Public Health Department.
St. Helier County Hospital, Carshalton (862 beds).

OBSTETRIC SISTER TUTOR to the Maternity Unit of 68 beds. The hospital is recognized as a Part II Midwifery training school.

Candidates must possess the Midwife Teachers Diploma. Salary scale £200×£10—£250 p.a. plus full residential emoluments pending issue of the Rushcliffe Committee's recommendations regarding midwifery staff.

Apply to County Medical Officer, County Hall, Kingston-on-Thames. (2043)

CITY OF SALFORD
HEALTH NURSING SERVICE
PHYSIO-THERAPIST

Applications are invited for the post of **Senior Physio-therapist** for work in connection with the Maternity and Child Welfare, School Medical and Tuberculosis Departments. The salary for the post is £270 rising by annual increments of £15 to £300 per annum, plus a cost of living bonus, which is at present 10s. per week. The person appointed must hold the C.S.M.M.G., M.E., and L.E.T. Certificates.

Forms of application and particulars of the appointment may be obtained from the Medical Officer of Health, 143 Regent Road, Salford 5, to whom the applications must be returned not later than 23rd June, 1943.

H. H. TOMSON, Town Clerk.
(2066)

LANCASHIRE COUNTY COUNCIL
APPOINTMENT OF TUBERCULOSIS H.V.

Applications are invited for a fully-trained **Nurse** (unmarried) to assist in the County Scheme for the Prevention and Treatment of Tuberculosis. Minimum age 25, and

(continued in next column)

BOROUGH OF GILLINGHAM, KENT
APPOINTMENT OF NON-RESIDENT MATRON — WAR-TIME NURSERY

Applications are invited for the post of **Non-resident matron** at the Marlborough Road War-time Nursery, Gillingham. This nursery has been open about six months and is in working order. Applicants must be State-registered Nurses (either General or Children's) with experience in the care of young children. Salary £200 per annum rising to £220 per annum after one year's satisfactory service. An initial uniform allowance of £10 is provided with an annual allowance of £5 for replacements.

The appointment is temporary for a period not exceeding two years, and is subject to two months' notice on either side.

Applications stating age, nationality, qualifications, and experience, with copies of not more than two recent testimonials, should be sent to the Medical Officer of Health, Public Health Department, Municipal Buildings, Gillingham, Kent, by 14th June, 1943.

Municipal Buildings, ROBERT BOOTH,
Gillingham, Kent. Town Clerk.
27th May, 1943. (1993)

EAST LANCASHIRE TUBERCULOSIS COL
BARROWMOREHALL, GREAT BARR
CHESTER
RE-OPENING OF SANATORIUM

Applications are invited for the positio **Matron** in the above new Sanatorium for 100 which is expected to re-open this summer. S will be paid in accordance with Rushcliffe S Applications, endorsed "Matron," should fullest particulars of age, training, qualifica and experience, and should be forwarded t Secretary at the above address. (19

COUNTY BOROUGH OF READING
WAR-TIME NURSERIES

Applications are invited for the appointme **Matrons** of war-time nurseries establishe Reading.

Applicants must be State Registered Ge or State Registered Children's Nurses.

The salary payable will be from £200 to per annum, according to qualifications experience, in the case of non-resident posts, such salary will include emoluments value £75 per annum in the case of resident posts.

Forms of application may be obtained fro undersigned and should be returned to him as as possible.

Town Clerk's Office, C. S. JOHNSON,
Town Hall, Town C
Reading.
May, 1943. (191

CITY OF WAKEFIELD
WAR-TIME NURSERY, HALL ROAD
LUPSET, WAKEFIELD

Applications invited for temporary appo ment of **Matron** (Non-residential) S.R.N. S.R.C.N., with experience in the care of chil under 5 years—salary £180 to £220 by £10 p.a

WAR TIME NURSERY "BURNEYTOFS,
WEST PARADE, WAKEFIELD

Aplications invited for temporary appointm of **Matron** (Residential) S.R.N. of S.R.C.N., experience in the care of children under 5 years age—salary £130 to £170 by £10 p.a.

Applications for the above mentioned p accompanied by copies of three recent t monials, to be forwarded to the Medical Offic Health, Town Hall Chambers, Wakefield.

W. S. DES FORGES.
Town Clerk.
(200

METROPOLITAN BOROUGH OF DEPTFO
WAR-TIME DAY NURSERIES

Applications are invited from qualified per for the following non-resident appointments War-time Day Nursery to be established by Council.

(a) **Matron.** Must be either **State Regist Nurse** or **State Registered Children's Nurse.** Sa £200 per annum.

(b) **Deputy Matron.** Must be **Certific Nursery Trained** with some institutional experie Salary £170 per annum.

(c) **2 Certificated Nursery Trained Nu** Salary £142 10s. 0d. per annum.

(d) **2 Nursery Assistants.** Salary £120 annum.

(e) **3 Probationers.** (16 to 18 years of a Salary £52 per annum plus meals while on d

(f) **Warden.** Must have had some teac or other special experience in looking after s children. Salary £150 per annum.

Applications are also invited from quali persons for the following non-resident appo ments at a War-time Day Nursery alre established.

(a) **Warden.** Must have had some teac or other special experience in looking after s children. Salary £150 per annum.

(b) **2 Child Care Reserve Nurses.** Salary £ per annum.

Applications, giving full particulars as to qualifications and experience, should be addre to the Town Clerk, in envelopes endorsed "Appl tion for Appointment of....." as the case may so as to be received by 5 p.m. on Monday, June 1943.

Deptford Town Hall, HAROLD G. RE
New Cross, S.E.14. Town Clerk.
31st May, 1943. (200

NOTTINGHAMSHIRE COUNTY COUNC
SUPERINTENDENT NURSE

Applications are invited from quali persons for appointment as **Superintend Nurse** at the Basford County Emerge Hospital, 121 Highbury Road, Nottingh The Hospital is a Training School for training of Probationer Nurses, and a H Sister-Sister Tutor is engaged.

Applicants must be S.R.N. and S.C and be capable of controlling nursing st

Salary, £200—£10—£260 (commenc salary according to experience). Rushcliffe terms and conditions of ser will apply to the appointment.

The appointment will be made on a te porary basis to conform to the Cou Council's decision in relation to appo ments made in war-time.

Applications should be made by let stating age, qualifications and experie and be accompanied by copies of two cent testimonials, and forwarded to me once.

K. TWEEDALE MEABY,
Clerk of the County Coun
Shire Hall, Nottingham.
June, 1943. (207

...WALES COUNTIES TRAINING COLLEGE COMMITTEE,
BANGOR NORMAL COLLEGE.

...lications are invited for the post of House-...s of the George Hostel for Men Students. ...dates must have experience in institutional ...ment and sick nursing. Commencing ...£150, with board, lodging and laundry. ...ther particulars may be obtained from The ...al, Normal College, Bangor, by whom ...tion should be received not later than ...19th. (2085)

THE MOUNT SCHOOL, YORK

...rding School for Girls under manage- ...of "Society of Friends." ...ted, Sept. **Asst. Matron.** School ex-...ce desirable. Applications to the ...istress. (1689)

CITY OF BIRMINGHAM
...LEY ROAD HOSPITAL (1,000 beds)
...POINTMENT OF DEPUTY MATRON

...plications are invited from Nurses ...tered on the general part of the ...ter of Nurses, who also have C.M.B. ...ifications and considerable experience in ...e general hospitals which are training ...ls for Nurses.

...e salary is at the rate of £340 per ...m, rising by £15 to £400 per annum, ...emoluments. The post is a resident

...plications, stating age, experience and ...ifications, together with copies of three ...t testimonials, should be addressed to ...Medical Officer of Health, Council ...e, Congreve Street, Birmingham, 3, not ...r than the 8th June, 1943. (1764)

...UNTY BOROUGH OF WALLASEY
...ILL LANE INFECTIOUS DISEASES HOSPITAL AND
"...GHFIELD" MATERNITY HOSPITAL

...stant **Matron** and **Sister-Tutor** ...ired. Salary according to Rushcliffe ...e. Should have housekeeping and teach-...experience. Training School for Fever ...es. For Form of Application apply ...son.

EMRYS EVANS, Town Clerk. (1803)

...TINGDONSHIRE COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

...plications are invited for the following ...intments at PAXTON PARK EMER-...CY MATERNITY HOME (60 BEDS): ...tron, with S.R.N. and S.C.M. Salary ... with board, lodging and laundry. ...uty **Matron and Home Sister,** with ...N. and S.C.M. Salary £150, with board, ...ng and laundry. ...e applicants for both the appointments ...ld hold the Housekeeping Certificate. ...plications, accompanied by copies of ...recent testimonials, should be sent to

N. H. HARRISON,
...ty Health Offices, County Medical
...azeley House, Officer.
Huntingdon. (1721)

COUNTY BOROUGH OF READING
WAR-TIME DAY NURSERIES

...plications are invited for posts as **Deputy** ...s of war-time nurseries established in ...ing.

...plicants must be State Registered General or ...e Registered Children's Nurses, or certificated ...ery trained with some institutional experience. ...e salary payable will be from £160 to £180 ...annum, according to qualifications and ...ience, in the case of non-resident posts, and ...salary will include emoluments valued at ...per annum in the case of resident posts. ...rms of application may be obtained from the ...signed, and should be returned to him as ...as possible.

...n Clerk's Office, C. S. JOHNSON,
Town Hall, Town Clerk.
Reading.
...1943. (1920)

...CASTLE-UPON-TYNE CITY MENTAL HOSPITAL, GOSFORTH

...plications are invited for the post of ...ty **Matron.** Candidates must possess ...ral and Mental Training Certificates ...r qualifications a recommendation) ...inistrative experience necessary. Salary ..., rising after one year's satisfactory ...ce to £185 per annum, together with ...ments consisting of board, apart-...s, laundry and uniform valued at £90 ...annum, plus cost-of-living bonus of £13 ...annum. The appointment is subject to ...provisions of the Asylums Officers' ...rannuation Act, 1909. Form of appli-... may be obtained from the Medical ...rintendent. (1955)

GENERAL HOSPITAL, NUNEATON

...stant **Matron and Housekeeping Sister** ...ed. Combined post. Rushcliffe scale. ...rated Superannuation Scheme. Reply, ...g age, full details of training and ex-...ence, and matron's name for refer-... to Matron. (1961)

SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

Vacancies for Nursing Staff at Municipal Hospitals :—

Salaries and service conditions in accordance with the terms of the Rushcliffe Report.

SISTER IN CHARGE MENTAL OBSERVATION UNIT at :—
St. Helier County Hospital, Carshalton
Candidates must be S.R.N., R.M.P.A. or S.R. Mental Nurse. Salary grade £130 x £10—£180 p.a.

JUNIOR NIGHT SISTER at :—
Farnham County Hospital, Hale Road, Farnham
Candidates must be S.R.N., S.C.M. Salary grade £130 x £10—£180 p.a.

WARD SISTERS at :—
Ewell Park Hospital, London Road, Ewell
St. Helier County Hospital, Carshalton
Woking War Hospital, Oriental Road, Woking
Surrey County Sanatorium, Milford,
Candidates must be S.R.N. and have had experience as a Staff Nurse. Salary grade £130 x £10—£180 p.a.

WARD SISTERS FOR CHILDREN'S UNIT at :—
St. Helier County Hospital, Carshalton
Candidates must be S.R.N. and S.R.C.N. Salary grade £130 x £10—£180 p.a.

RELIEF SISTER (TEMPORARY) at :—
Surrey County Sanatorium, Milford, Nr. Godalming
Salary grade £140 x £10—£190 p.a.

APPLICATIONS FOR PRECEDING APPOINTMENTS TO THE COUNTY MEDICAL OFFICER, COUNTY HALL, KINGSTON ON THAMES

STAFF NURSES (S.R.N. and T.A. Cert.) at :—
Surrey County Sanatorium, Milford near Godalming
Redhill County Hospital, Earlswood Common, Redhill
St. Helier County Hospital, Carshalton
Salary grade £110 x £5—£150 p.a.

STAFF NURSES (Special trained only) at :—
Surrey County Sanatorium, Milford, near Godalming
Redhill County Hospital, Earlswood Common, Redhill
St. Helier County Hospital, Carshalton
Candidates must possess Fever or Tuberculosis qualification. Salary grade £100 x £5—£150 p.a. Fever trained. £85 x £5—£120 p.a. T.A. only.

Vacancies also exist for General trained staff nurses who wish to obtain the certificate of the T.B. Association.

STAFF NURSES (Resident) at :—
St. Helier County Hospital, Carshalton
Kingston County Hospital, Wolverton Avenue, Kingston on Thames and Surbiton Annexe
Farnham County Hospital, Hale Road Farnham
Epsom County Hospital Dorking Road Epsom
Redhill County Hospital, Earlswood Common, Redhill
Dorking County Hospital, Horsham Road, Dorking
Warren Road Hospital, Guildford
Woking War Hospital, Oriental Road, Woking
Candidates must be S.R.N. Salary grade £100 x £5—£140 p.a.

STAFF NURSES (non-resident) at :—
Cumberland House, Whitford Gardens, Mitcham
Epsom County Hospital, Dorking Road, Epsom
Candidates must be S.R.N. single or widows, and may later be required to become resident.
Salary grade £100 x £5—£140 p.a. plus a living out allowance of £65 p.a.

ASSISTANT NURSES at :—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames
Epsom County Hospital, Dorking Road, Epsom
Dorking County Hospital, Horsham Road, Dorking
Shabden Park Hospital, Chipstead
The Lodge, Effingham
Cat. C. and D £65 x £5—£85 p.a.
Cat. E £55 p.a.

STAFF NURSES FOR ISOLATION BLOCK at :—
St. Helier County Hospital, Carshalton
Candidates must be S.R.N. and R.F.N. Salary grade £100 x £5—£140 p.a. plus £10 allowance for fever qualifications.

STAFF NURSES FOR OUT-PATIENTS DEPT. at :—
St. Helier County Hospital, Carshalton
Candidates must be S.R.N. Salary grade £100 x £5—£140 p.a.

NURSES FOR ISOLATION CUBICLE BLOCK at :—
St. Helier County Hospital, Carshalton
Candidates must be R.F.N. Salary grade £90 x £5—£140 p.a.

THEATRE STAFF NURSES at :—
St. Helier County Hospital, Carshalton
Woking War Hospital, Oriental Road, Woking
Candidates must be S.R.N. and preference will be given to those with Theatre experience. Salary grade £100 x £5—£140 p.a.

STAFF NURSES FOR CHILDREN'S UNIT at :—
St. Helier County Hospital, Carshalton
Candidates must be S.R.N. or S.R.C.N. Salary grade £100 x £5—£140 p.a. plus £10 allowance if general trained **and** sick children's nurse.

Application forms and full particulars from the appropriate Matron. (2045)

MIDDLESEX COUNTY COUNCIL

The following temporary, unestablished non-resident staff is required for war-time day nurseries :—

Deputy Matron, district required Stanwell. Must be State-registered children's nurse or hold the Nursery Nurse's Certificate of the Royal Sanitary Institute or the Nursery Nurse's Diploma, and have institutional experience. Salary £180 p.a.

Applicants between 18 and 41 for the following positions must enclose a statement from the Employment Exchange that they are eligible for appointment :—

Nursery Nurses, districts required Hayes, Hillingdon and West Drayton. Must be certificated nursery-trained nurses or assistant nurses. Salary according to experience, £135—£150 p.a.

Nursery Assistants, districts required, Hayes, Ashford, Stanwell. Must have had not less than two years' experience in a nursery in a private household. Salary £120 p.a.

The staff should be prepared to help with the training of nursery students and to take night duty if required to do so.

Applications (forms not provided) stating age, nationality, qualifications and experience, and area preferred, with copies of not more than three recent testimonials, to the undersigned by June 11. State relationship to any member or officer of the Council. Endorse envelope "Day Nurseries." Canvassing, directly or indirectly will disqualify.

C. W. RADCLIFFE, "D,"
Clerk of the County Council.
Middlesex Guildhall,
Westminster, S.W.1. (2053)

KING'S COLLEGE HOSPITAL, S.E.5

There is an immediate vacancy for **Pupil Housekeeper** at above hospital. Course 18 weeks. Honorarium given. Apply with full particulars to Sister Matron. (1968)

LANCASHIRE COUNTY COUNCIL

Charge Sister required for Wolstenholme Pulmonary Hospital, Norden, Rochdale (55 beds—male.) At this hospital modern surgical treatment is given to the patients and the post offers good opportunity of promotion because the Sister is Deputy Matron.

The hospital is on the 'bus route for Rochdale and staff are granted two free 'bus passes per week.

Salary £140 per annum rising to £170 ; £8 per annum uniform allowance ; board lodging and laundry (value at £82 per annum for superannuation purposes); plus £13 per annum war bonus.

Candidates must be general trained and under 40 years of age. The selected candidates will be required to pass a medical examination and to contribute to the superannuation fund.

Applications, with copies of testimonials, to be forwarded to the Matron, Wolstenholme Pulmonary Hospital, Norden, Rochdale.

G. LISSANT COX,
Central Tuberculosis Officer.
County Offices,
Preston.
31/5/43. (2010)

KENT COUNTY COUNCIL
NURSERY HOMES — STAFF

As the result of the provision by the Council of additional Nursery accommodations there are vacancies as follows:—

Sisters-in-Charge. Salary up to £150 a year according to qualifications and experience with full residential emoluments and uniform. Applicants must be State-registered Children's Nurses and preference will be given to Candidates who also possess the Certificate of the National Society of Children's Nurseries.

Deputy Sisters. Salary £100 to £130 according to qualifications and experience. Preference will be given to State-Registered Nurses. Applications giving full details with copies of two recent testimonials should be sent to the Public Assistance Officer, County Hall, Maidstone, as early as possible.

Caunty Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
31st May, 1943. (2040)

ROYAL HAMPSHIRE COUNTY HOSPITAL WINCHESTER

Second Assistant Matron required, S.R.N. S.C.M., administrative experience an advantage. Rushcliffe scale of salaries, F.S.S. in force. Applications with full particulars of training and experience to reach Matron not later than 12th June. Envelopes marked Assistant Matron. (1962)

BIRMINGHAM AND MIDLAND HOSPITAL FOR WOMEN
SPARKHILL, BIRMINGHAM 11
Affiliated Training School

Sister in Charge for Country Annexe required. Applicants must be fully trained and capable of taking entire charge. Apply with full particulars giving Matron's name for reference to Matron. (2050)

CROYDON GENERAL HOSPITAL
(233 Beds)

Applications are invited for the post of **Assistant Matron**

Candidates must be State-registered Nurses and have had administrative experience. Salary according to Rushcliffe Scale.

Applications, with full particulars including age and Matron's name for reference to be sent to the Matron. (2071)

JOINT HOSPITAL BOARD, INVERNESS
CULDUTHEL INFECTIOUS DISEASES HOSPITAL

Applications are invited for the post of **Assistant Matron** at Culduthel Infectious Diseases Hospital, Inverness. Salary £200 per annum, rising by £10 annually to £230 with usual emoluments, subject to the Local Government Superannuation (Scotland) Act, 1937. Applicants must be State-registered in general and fever nursing and have housekeeping experience.

Application forms may be had from the Matron with whom they should be lodged, along with copies of three testimonials, not later than Wednesday, 23rd June, 1943. (2089)

WORCESTER ROYAL INFIRMARY

Sister Tutor required. Applicants must hold Sister-Tutor's certificate. Salary according to the Rushcliffe Committee, recommendations. Federated Superannuation Scheme in force. Apply to Matron. (2083)

COUNTY BOROUGH OF ROCHDALE
BIRCH HILL GENERAL HOSPITAL
(475 beds)
APPROVED TRAINING SCHOOL

Sister Tutor, S.R.N. Candidates must possess recognised **Sister Tutor's certificate** or similar qualification. Salary £230 per annum rising by annual increments of £10 to £280, plus the usual residential emoluments valued at £120 per annum (Rushcliffe Scale).

This appointment is designated under the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Forms of application may be obtained from, and must be returned to the Medical Officer of Health, Public Health Offices, Rochdale, not later than the 19th June, 1943. (1883)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM

Sister-Tutor required. Applicants must be general and fever trained, and should have had Ward Sister's Experience. Modern class-room and teaching facilities.

Salary in accordance with the recommendations of the Rushcliffe Report, together with the usual residential emoluments.

The post is designated under the Local Government Superannuation Act, 1937.

Applications, stating age, particulars of training and experience, together with copies of two recent testimonials, to be forwarded to the undersigned.

WILFRID CARR,
City Health Department, Secretary.
Grey Friars,
Leicester. (1830)

THE JESSOP HOSPITAL FOR WOMEN SHEFFIELD

Applications are invited for the following appointments—in all cases salary will be in accordance with the Rushcliffe Scales—(Uniform provided—F.S.S.N. in force.

Sister Tutor (24 Pupils) for the Maternity Department, which is approved under the new Rules of the Central Midwives Board as a Training School for the First Period of training. Candidates must be S.C.M. and S.R.N. and possess the Midwife Teacher's Certificate.

Maternity Ward Sister (Junior).

Gynaecological Ward Night Sister (Junior).

Applications with all particulars, to the Acting Matron. (1834)

CHARING CROSS HOSPITAL

Required qualified **Sister Tutor and Assistant** for Country Branch at Berkhamsted. Salary in accordance with Rushcliffe Report. Apply with copies of testimonials to Matron, Charing Cross Hospital, Agar Street, London, W.C.2. (2069)

Applications are invited for the following appointments, the rates of pay of which are governed by the recommendations of the Rushcliffe Committee. Application forms and full particulars can be obtained from the **Matron "D" of the hospital at which appointment is desired.** Canvassing direct or indirect disqualifies.

QUALIFIED ASSISTANT SISTER TUTORS

Scale: £200 by £10 to £250 p.a. resident

North Middlesex County Hospital, Edmonton N. 18.—Resident or non-resident.*

West Middlesex County Hospital, Isleworth, Mx.—One resident (replacement), two non-resident* (additional staff); S.C.M. essential.

NIGHT SUPERINTENDENT

(i) Sanatorium rate—Scale: £180 by £10 to £230 p.a. resident.

Clare Hall County Sanatorium, South Mimms, Mx.—Resident; experience in nursing pulmonary tuberculosis cases essential. T.A. certificate desirable (opportunity of qualifying for this certificate); also S.C.M. or Pt. 1 of C.M.B. certificate preferred.

(ii) Hospital rate—Scale: £170 by £10 to £220 p.a. resident.

Hillingdon County Hospital, near Uxbridge, Mx.—Non-resident*; S.C.M. or Pt. 1 of C.M.B. certificate required; must be able to instruct student nurses.

DEPARTMENTAL SISTERS (ADMINISTRATIVE)

Scale: £150 by £10 to £200 p.a. resident

West Middlesex County Hospital, Isleworth, Mx.—Resident; 2 required (a) to fill a vacancy and (b) temporary for Holiday Duty from June to October; administrative experience not essential for (b).

NIGHT SISTERS

(Working under Night Superintendent)

Scale: £130 by £10 to £180 p.a. resident.

Central Middlesex County Hospital, Willesden, N.W.10.—Resident or non-resident*; S.C.M. or Pt. 1 of C.M.B. certificate and experience as ward and theatre sister required.

Hillingdon County Hospital, near Uxbridge. Mx.—Non-resident *; S.C.M. or Pt. 1 of C.M.B. certificate required; must be able to instruct student nurses.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident. *

Redhill County Hospital, Edgware, Mx.—Non-resident*.

West Middlesex County Hospital, Isleworth, Mx.—Non-resident*.

WARD SISTERS AND SISTERS

(i) Sanatorium rate—Scale: £140 by £10 to £190 p.a. resident.

Clare Hall County Sanatorium, South Mimms Mx.—Resident; experience in nursing tuberculosis cases essential; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired.

Harefield County Sanatorium, Harefield, Mx.—Resident or non-resident*; good experience in major surgery preferably, also chest surgery required; T.A. certificate an advantage; (a) Relief Sister. (b) Ward Sisters.

Danesbury Convalescent Home for Tb. Women, Welwyn, Herts.—Resident; a junior administrative sister required, with ward sisters experience; sanatorium experience an advantage.

(ii) Hospital rate Scale £130 by £10 to £180 p.a. resident.

Central Middlesex County Hospital, Willesden, N.W.10.—Resident, Experienced Holiday Relief Sister required, for day or night duty; unestablished staff.

Harefield (E.M.S.) Hospital, Harefield, Mx.—Resident or non-resident*; Relief Sister required.

Hillingdon County Hospital, near Uxbridge Mx.—Non-resident, * holiday relief Sister required for six months, unestablished staff.

North Middlesex County Hospital, Edmonton, N. 18.—Non-resident*; one required for chronic ward. Experience in ward management and training student nurses essential.

Redhill County Hospital, Edgware, Mx.—Non-resident*.

STAFF NURSES

(i) Sanatorium rate—Scale: £110 by £5 to £150 p.a. resident.

Clare Hall County Sanatorium, South Mimms Mx.—Non-resident*; established and unestablished staff; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired.,(a) for work in busy sanatorium theatre (chest surgery)—theatre experience essential. (b) for sanatorium wards.

Harefield County Sanatorium, Harefield Mx.—Resident or non-resident *; established and unestablished staff; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired., (a) for thoracic theatre permanently (major chest surgery—excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (b) for sanatorium wards.

Redhill County Hospital, Edgware, Mx.—Non-resident *; for Tuberculosis Wards; T.A. certificate an advantage.

(ii) Hospital rate —Scale: £100 by £5 to £140 p.a. resident.

Central Middlesex County Hospital, Willesden N.W.10.—(a) Non-resident* for ambulance duty (S.C.M. or Pt. 1 of C.M.B. certificate essential); (b) resident or non-resident* for maternity work, and also (c) for general wards.

Chase Farm Hospital, Enfield, Middlx.—Non-resident*; unestablished staff.

Harefield (E.M.S.) Hospital, Harefield, Mx. Resident or non-resident *; established and unestablished staff; (a) for Children's Unit (S.R.N. (general) with Children's experience or S.R.N. (Sick Children) essential—additional £10 p.a. if on both general and sick children's parts of State Register.), (b) for Theatre permanently (good surgical experience preferred). (c) for general wards.

Hillingdon County Hospital, near Uxbridge, Mx.—Non-resident *; for day or night duty; (a) for V.D. Clinic. (b) for theatre. (c) for general wards.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident*.

Redhill County Hospital Edgware Middlesex Non-resident* (a) for theatre (b) for general wards.

West Middlesex County Hospital, Isleworth, Mx.—Non-resident*; (a) for ambulance duty (S.C.M. or Pt. 1 of C.M.B. certificate essential). (b) for theatre work. (c) for general wards.

NURSES WITH T.A. CERTIFICATE

Scale: £85 by £5 to £120 p.a. resident.

Clare Hall County Sanatorium, South Mimms, Mx.—Non-resident *; established and unestablished staff.

Harefield County Sanatorium, Harefield, Mx.—Non-resident *; established and unestablished staff.

Danesbury Convalescent Home for Tb Women, Welwyn, Herts.—Non-resident*; senior nurse required for responsible post.

ASSISTANT NURSES

Some hospital nursing experience essential.

(i) Sanatorium rate—Scale: With two or more years' training in recognised training school or with two years' hospital nursing experience under trained supervision, £75 by £5 to £95 p.a. resident; without such training or experience, salary commences at £65 p.a. resident.

Clare Hall County Sanatorium, South Mimms, Mx.—Non-resident*; established and unestablished staff. Opportunity of qualifying for T.A. certificate if desired.

Harefield County Sanatorium, Harefield, Mx.—Resident or non-resident*; established and unestablished staff; (a) for thoracic surgical unit (good surgical experience preferred; excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods), (b) for sanatorium wards. Opportunity of qualifying for T.A. certificate if desired.

Redhill County Hospital, Edgware, Mx.—Non-resident *; for tuberculosis ward; experience in tuberculosis work essential.

(ii) Hospital rate—Scale: With two or more years' training in recognised training school or with two years' hospital nursing experience under trained supervision £65 by £5 to £85 p.a. resident; without such training or experience, salary commences at £55 p.a. resident.

Central Middlesex County Hospital, Willesden N.W.10.—Non-resident*.

Chase Farm Hospital, Enfield, Mx.—Non-resident*; one or more years' training essential; unestablished staff.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident*.

Harefield (E.M.S.) Hospital, Harefield, Mx.—Resident or non-resident *; established and unestablished staff.

Redhill County Hospital, Edgware, Mx.—Non-resident*.

West Middlesex County Hospital, Isleworth, Mx.—Non-resident*.

STUDENT NURSES

Candidates must be over 17 years, single girls or widows of sound health. Resident and unestablished appointments. Superannuation contributions payable by candidates over 18 years. After passing final State Examination, suitable candidates accepted for midwifery training.

TRAINING IN GENERAL NURSING

Scale: 1st year £40, 2nd year £45, 3rd year £50, 4th year £60.

Students required at:—

Central Middlesex County Hospital, Willesden N.W. 10.

Chase Farm Hospital, Enfield, Mx.—Vacancies for 2.8.43.

Harefield (E.M.S.) Hospital, Harefield, Mx.

Hillingdon County Hospital, near Uxbridge, Mx.

Redhill County Hospital, Edgware, Mx.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for Sept. and November 1943.

Four year course (including three months' preliminary trial period). Candidates are prepared for preliminary and final State Examinations in general nursing. Nurses whose names are already on supplementary part of State Register are accepted for two years course in general nursing in preparation for final State Examination, commencing at £45 p.a.

DUAL TRAINING

In general and tuberculosis nursing—Scale: 1st year £45, 2nd year £50 3rd year £50, 4th year £60.

Students required at:—

Clare Hall County Sanatorium, South Mimms, Mx.—Affiliated Training School—Students spend two years at the sanatorium training for preliminary State Examination and Tuberculosis Association certificate. They are then transferred to one of the Councils general hospitals for completion of general training in preparation for final State Examination.

Harefield County Sanatorium, Harefield, Mx. Students spend two years in chest wards of sanatorium training for preliminary State Examination in general nursing and Tuberculosis Association certificate; last two years are spent in general wards of E.M.S. hospital, training for final State Examination.

*Where posts are advertised as non-resident, the County Council will bear the reasonable cost of living out accommodation.

Note re the above: Resident staff receive board, lodging, uniform and laundry.

All appointments are subject to medical examination and, unless otherwise stated are established and pensionable.

Applications are also invited for the undermentioned appointments. For application forms and full particulars apply as above.

MATERNITY WARD SISTERS

S.C.M. and S.R.N.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident;

West Middlesex County Hospital, Isleworth, Mx.—(Replacements and additional staff)—non-resident; good practical midwifery experience required; established and unestablished staff, see footnote.

Salary £120 by annual increments to £160 p.a. resident; for non-resident allowance see below.

STAFF NURSE MIDWIVES

S.C.M. and S.R.N.

Hillingdon County Hospital, near Uxbridge, Mx.—Non-resident.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident.

Redhill County Hospital, Edgware, Mx.—Non-resident.

Middlesex County Maternity Hospital, Bushey Heath, Herts.—Non-resident, for application forms etc., apply to Matron, Redhill County Hospital, Edgware, Middx.

West Middlesex County Hospital, Isleworth, Mx.—Non-resident; (replacements and additional staff); established and unestablished staff, see footnote.

Salary £95 by £5 to £110 p.a.; for non-resident allowance see below.

STAFF MENTAL NURSES

S.R.N. general and mental.

Central Middlesex County Hospital, Willesden N.W.10.—Resident or non-resident. Salary £95 by £5 to £110 p.a. resident; for non-resident allowance see below.

STAFF MENTAL NURSES

S.R.N. (mental) or R.M.P.A. certificate.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident. Salary £90 p.a. for two years, then £100 p.a.; for non-resident allowance see below.

SENIOR MALE MENTAL NURSE

West Middlesex County Hospital, Isleworth, Mx.—Non-resident; S.R.N. (mental), R.M.P.A. certificate, or R.A.M.C. certificate as fully trained nurse required. Must be not liable for military service on medical grounds, or over military age. Salary £3 15s p.wk. Annual increments not exceeding 2s 6d weekly up to maximum of £4 5s p.wk. may be considered. Unestablished staff.

MALE MENTAL NURSE

Central Middlesex County Hospital, Willesden N.W.10.—Non-resident; S.R.N. (mental) or R.M.P.A. certificate required; must be not liable for military service on medical grounds or over military age. Salary £3 15s. p.wk. Annual increments not exceeding 2s. 6d. weekly up to maximum of £4 5s. p.wk. may be considered. Unestablished staff.

MALE NURSE (general)

Candidates must be over military age or not liable for military service on medical grounds.

Central Middlesex County Hospital, Willesden, N.W.10.—Non-resident. S.R.N. (general) essential.

Hillingdon County Hospital, near Uxbridge, Mx.—Non-resident. S.R.N. (general) or R.A.M.C. certificate as fully trained nurse required.

West Middlesex County Hospital, Isleworth, Mx.—Non-resident. One of following qualifications required:—S.R.N. (general or mental), R.M.P.A. certificate, R.A.M.C. certificate as fully trained nurse. Salary £3 10s. p.wk. Annual increments not exceeding 2s. 6d. weekly up to maximum of £4 p.wk. may be considered. Unestablished staff.

MASSEUSES

C.S.M.M.G., M.E., L.E.T., certificates required.

Hillingdon County Hospital, near Uxbridge, Mx.—Non-resident, unestablished staff, see footnote.

North Middlesex County Hospital, Edmonton, N.18.—Non-resident; unestablished staff. See footnote.

Staines County Hospital, Ashford, Mx.—Non-resident; required for new department. Salary scale £210 by £7 10s. to £240 per annum uniform and laundry provided.

HOUSEKEEPER

Central Middlesex County Hospital, Willesden N.W. 10.—Resident or non-resident; for supervision and allocation of hospital domestic staff and for relief work in connection with other housekeepers. Candidates must possess recognised domestic science or housekeeping certificate and have had experience in large hospital or institution. Commencing Salary £130 p.a. resident (for non-resident allowance see below; Annual increment not exceeding £7 10s. up to maximum of £170 p.a. may be considered. Unestablished staff.

HOUSEKEEPER

To assist Home sister in nurses' home.

Hillingdon County Hospital, near Uxbridge, Mx.—Resident. Candidates must possess recognised domestic science or housekeeping certificate, obtained after one or two years' training; also experience in institutional housekeeping and handling domestic staff. Commencing salary £120 p.a. Annual increments not exceeding £7 10s. up to maximum of £170 p.a. may be considered Unestablished staff.

FEMALE NURSES

(Resident) required at **Middlesex Colony, Harper Lane, Shenley, Nr. St. Albans, Herts.**, an Institution certified for the reception of mental defectives. Commencing wage £2 p.w. rising by one increment of 7/6d. and five of 2/- to 57/6 p.w.; for Preliminary Cert. of the Royal Medico-Psychological Assoc. 3/- additional and 6/- for final cert. plus appropriate bonus. Board, lodging, laundry 20/- p.w. plus any add tions arising out of extra cost of living consequent upon present war. Three or more years' service qualifies for appropriate increment and proficiency pay. Application forms obtainable from Med. Supt. "D" of Colony

NOTE.—re the above: Additional cost of living bonus paid.

Resident staff receive board, lodging, uniform and laundry.

Non-resident allowances (bonus additional): Sisters and senior staff (including housekeepers)—£80 p.a.; below rank of Sister—£70 p.a.; indoor uniform, laundry thereof and meals on duty.

All appointments are subject to medical examination and, unless otherwise stated, are established and pensionable. Salary scales quoted apply to established employees. Unestablished staff are appointed at minimum salaries, with possibility of increase after one year's satisfactory service.

C. W. RADCLIFFE,
Clerk of the County Council.

(2337)

MIDDLESEX COUNTY COUNCIL

HUDDERSFIELD ROYAL INFIRMARY
(321 beds)

Sister-Tutor required. Applicants must hold Sister-Tutor's Certificate and have had previous teaching experience. Salary according to the Rushcliffe Committee's recommendations. Federated Superannuation Scheme in force. Apply to Matron. (1870)

BIRMINGHAM AND MIDLAND HOSPITAL FOR WOMEN
SPARKHILL, BIRMINGHAM 11
Affiliated Training School.

Sister-Tutor with X-Ray experience required. Salary in accordance with the Rushcliffe Scale. F.S.S.N. in force. Apply with full particulars giving Matron's name for reference to Matron. (2051)

OLDHAM ROYAL INFIRMARY, OLDHAM
(186 BEDS)

Applications are invited for the post of **Sister-Tutor.** Candidates should possess Sister-Tutor's certificate or diploma in nursing. Experience as a Ward Sister is essential. Rushcliffe Committee Scale of salaries adopted. Uniform is provided. Federated Superannuation Scheme is in force. Apply, with full particulars giving names for reference, to the Superintendent of Nurses. (1973)

ANCOATS HOSPITAL, MANCHESTER

Sister Tutor required. Salary in accordance with the Rushcliffe scale. F.S.S. force. Apply with full particulars experience and qualifications to the Matr (1981)

KENT COUNTY COUNCIL
NTY HOSPITAL, PEMBURY,
EAR TUNBRIDGE WELLS
t II Midwifery Training School)
tions are invited for the appoint-
f **Sister-in-Charge** of the Maternity
ations required—S.C.M., S.R.N.
ion of Midwifery Teacher's Certifi-
nd experience in the teaching of
midwives.
mencing salary according to experi-
n present within the scale £180 to
year by £10 increments, plus a
ary war addition of £12 15s. to
a year. Residential emoluments.
n. Superannuation. Medical exami-
n necessary.
ications stating age, qualifications,
ence and the names and addresses of
onsible persons to whom reference
e made as to professional ability to
nt to the County Medical Officer,
y Hall, Maidstone, by 15th June, 1943.
y Hall, W. L. PLATTS,
tone. Clerk of the County Council.
May, 1943. (1929)

NTY BOROUGH OF WEST HAM
OCIAL SERVICES COMMITTEE
Council invite applications for the
tment of **Qualified Assistant Sister-**
at Whipps Cross Hospital, Whipps
Road, Leytonstone, E.11 at a salary
per annum, rising by annual incre-
of £10 to a maximum of £250 per
, with residential allowances and
e of uniform. There are approxi-
y 115 probationer nurses in training.
successful candidate will be required
a medical examination, and the
tment will be subject to the Local
rment Superannuation Act, 1937, and
tatutory contributions will be de-
from the salary.
n of application can be obtained from
ndersigned, or will be forwarded on
eipt of a stamped and addressed
e, and must be returned not later
Saturday, 19th June, 1943.
CHARLES E. CRANFIELD,
Town Clerk.
Services Offices,
Road, Leytonstone, E.11.
May, 1943. (2055)

THE PRINCESS ELIZABETH
THOPAEDIC HOSPITAL, EXETER
ome Sister with Housekeeping experi-
required for increase of staff. Salary
ding to the Rushcliffe Scale. F.S.S.
force. Apply with Matron's name for
rence. (1869)

ITY OF BATH ISOLATION HOSPITAL
(70 BEDS)
APPOINTMENT OF HOME SISTER
ome Sister required, S.R.N., and R.F.N., to
Matron generally and act for her in
ce. Rushcliffe Scale. Uniform provided.
particulars from and applications (by
ith) to Matron, Isolation Hospital, Claverton
, Bath.
s Office, JAMES F. BLACKETT,
ath. Medical Officer of Health.
(1730)

OUTHEND MUNICIPAL HOSPITAL,
ROCHFORD
ministrative Sister with Housekeeping
icate and experience, required for
ay duty. Salary according to Rushcliffe
Application form may be obtained
the Matron. (1948)

HOLLOWAY SANATORIUM,
VIRGINIA WATER, SURREY
ome Sister required. Applicants should
eneral trained and possess R.M.P.A.
icate. Salary £145 per annum. Apply,
full particulars and names for refer-
to the Medical Superintendent.
(1941)

KENT COUNTY COUNCIL
NTY HOSPITAL, FARNBOROUGH,
NR. BROMLEY.
roved Training School for Nurses and
Part I Midwifery)
lications are invited for the following
tment: **Departmental Sister** for
inistrative Duties in Matron's Office.
rants should be S.R.N., S.C.M., pre-
y with hospital administrative experi-
Salary according to experience within
ppropriate Rushcliffe scale £150 to
a year with full residential emolu-
. Uniform, Superannuation. Medical
mination necessary.
lications stating age, qualifications,
ence and the names and addresses of
esponsible persons to whom reference
be made as to professional ability, to
nt to Matron at the hospital by the
June ,1943.
y Hall, W. L. PLATTS,
tone. Clerk of the County Council.
May, 1943. (1989)

London County Council

STUDENT NURSES

are required for the under-mentioned L.C.C. SPECIAL HOSPITALS. The training is for two years, and includes preparation by qualified medical and nursing staff for the State Preliminary and State Final Fever Examinations for the Supplementary part of the Register of the General Nursing Council.

FEVER HOSPITALS

Brook	**Shooter's Hill, S.E.18.**
Eastern	**Homerton Grove, E.9.**
North-Eastern	**St. Ann's Road, N.15.**
North-Western	**Lawn Road, N.W.3.**
Western	**Seagrave Road, S.W.6.**
South-Western ...	**Landor Road, S.W.9.**
Grove	**Tooting Grove, S.W.17.**
Park	**Hither Green, S.E.13.**

Salary: 1st year, £40; 2nd year, £45; plus full residential emoluments.

General training. Reduced training period of 2¼ years in general nursing for Nurses on Supplementary part of Register.

Apply direct to Matron of Hospital, or to the Acting Matron-in-Chief, County Hall, Westminster Bridge, London, S.E.1.

(477/9)

LEEDS MATERNITY HOSPITAL
HYDE TERRACE, LEEDS 2
(120 beds)
Applications are invited for the post of **Housekeeper.** Preference will be given to applicants possessing a Domestic Science Diploma or with experience in institutional management and dietetics. Salary according to experience.
Applications, stating age, experience and salary required, together with copies of three recent testimonials, should be sent to the undersigned immediately.—Henry F. Putt, Secretary-Superintendent. (1996)

EVELYN NURSING HOME, CAMBRIDGE
Home Sister required, State Registered with Housekeeping Certificate F.S.S. in force. Apply, giving details of training and experience, to Matron. (1826)

CITY OF BIRMINGHAM,
COLESHILL HALL.
APPOINTMENTS OF HOME SISTER, NIGHT SISTER & ASSISTANT MATRON.
Coleshill Hall consists of two Divisions situated at Coleshill and Marston Green respectively. Applications are invited for the following appointments:—
Home Sister, and Night Sister at the Coleshill Division: Salary for both appointments: £115 per annum rising by £10 to £170 per annum, plus a temporary bonus of £18 18s. 11d., per annum, with full residential emoluments valued for superannuation purposes at £75 per annum. Candidates must be general trained and have had some administrative experience.
Assistant Matron at the Marston Green Division:—Salary: £165 per annum rising by £10 to £185 per annum plus a temporary bonus of £22 1s. 10d. per annum, with full residential emoluments valued for superannuation purposes at £75 per annum. Candidates must be general trained, hold the certificate of the R.M.P.A. or S.R.M.N. in either mental nursing of the nursing of mental defectives, and have had administrative experience.
For all Appointments: An additional £15 per annum is granted if holding a certificate either in mental nursing or in the nursing of mental defectives; or an additional £22 10s. 0d., per annum is granted if holding a certificate in both subjects.
All appointments are subject to the Asylums and Certified Institutions (Officers Pensions) Act, 1918, and the successful candidates will be required to pass a medical examination.
Application Forms may be obtained from the Medical Superintendent, Coleshill Hall, Coleshill, Birmingham. (2079)

KENT COUNTY COUNCIL
LEYBOURNE GRANGE COLONY FOR MENTAL DEFECTIVES,
WEST MALLING, KENT
Applications are invited for the following posts:—
Night Sister. Salary £165 per annum rising by annual increments of £10 to £185 plus a war addition of £11 9s. per annum. Full residential emoluments valued for pension purposes at £64 10s. per annum.
Candidates must be fully trained and State-registered in General Nursing by examination, and must possess the Certificate of Proficiency in the Nursing of Mental Defectives of the G.N.C. or R.M.P.A., or alternatively, the Mental Nursing Certificate of the Council or of the Association. Age not over 40 years.
With certain modifications the post might be offered on a temporary basis to suitable candidates under or over 40 years of age, having a general nursing qualification only.
Probationer Nurses. Opportunities to train for the Certificate of Proficiency in Nursing of Mental Defectives; good prospects of promotion together with pension. Commencing wage average £2 11s. 10d. per week from which a maximum deduction of £1 3s. 6d. per week is made for board, lodging and washing. Uniform is provided free. Previous experience is not necessary. Married or unmarried women, trained or untrained, are invited to apply for temporary posts. Candidates having approved service in a Mental Hospital or Mental Deficiency Colony and/or possessing the Final or Preliminary Certificate of the R.M.P.A. will be eligible for additional payment.
Forms of application may be obtained from the Medical Superintendent at the Colony.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
(1781)

COUNTY COUNCIL HOSPITAL,
CROSS HOUSES, NR. SHREWSBURY
Preliminary training school, affiliated to Walton Hospital, Liverpool. **Student Nurses** required. Age 18-28 years. Must have good education. Salary £40 and £45. Superannuation scheme. Uniform provided. Apply to Matron for application forms. (1770)

WOKING WAR HOSPITAL
Oriental Road, Woking
NIGHT SUPERINTENDENT. Candidates must be S.R.N. and preferably have had administrative experience. Salary grade £130×£10—£180 p.a., plus an allowance of £40 p.a. and full residential emoluments. Apply to Matron. (2042)

WORCESTERSHIRE KING EDWARD VII MEMORIAL SANATORIUM,
KNIGHTWICK, near WORCESTER
(86 beds)
Senior Sister required for the above-named Institution. Applicants must be S.R.N. and T.A. preferred. Salary £160 per annum plus £5 for T.A. Certificate, with increase of £5 per annum to £225, and extra for Tutor duties if undertaken. Uniform and full board and lodging provided. Apply Matron. (1842)

THE ST. HELEN'S HOSPITAL,
ST. HELEN'S
Junior Night Sister required S.R.N., S.C.M. Salary in accordance with the Rushcliffe Scheme. Apply to the Matron with full particulars. (1761)

CHIPPING NORTON AND DISTRICT WAR MEMORIAL HOSPITAL
(Beds 32)
Night Sister and **Day Sister** required, S.R.N., S.C.M. Salaries according to Rushcliffe Scale, plus £5 uniform allowance. Federated Superannuation Scheme.
Staff Nurse required, S.R.N., S.C.M. Able to relieve Night Sister. Uniform allowance £5 Apply Matron with names for reference. (1838)

LYDNEY AND DISTRICT HOSPITAL
LYDNEY, GLOS.
Night Sister working required charge 25 beds. Salary according to scale uniform supplied F.S.S. optional. Five nights off monthly. Apply to the Matron. (1818)

CHELSEA HOSPITAL FOR WOMEN
S.W.3.
Vacancy for **Night Sister.** Rushcliffe scale of salaries. Apply Matron. (1802)

CLAYTON HOSPITAL, WAKEFIELD
(160 beds)
Junior Night Sister required. Theatre experience essential. Rushcliffe salary scale in force and F.S.S. Uniform provided. Apply with full particulars to the Matron. (1894)

WESTERN OPHTHALMIC HOSPITAL
MARYLEBONE ROAD, N.W.1.
Night Sister (S.R.N.) required, with previous Ophthalmic experience. Salary according to Rushcliffe Scale. Federated Superannuation Scheme in force. Apply with full particulars to the Matron. (1876)

OSBORNE HOUSE E.M.S. HOSPITAL AND CONVALESCENT HOME FOR OFFICERS, EAST COWES, ISLE OF WIGHT
Night Sister required. Age 35 to 45 preferred. Salary £106. Uniform allowance £10. Apply Matron. (1598)

WINGFIELD-MORRIS ORTHOPAEDIC HOSPITAL, HEADINGTON, OXFORD
(209 PLUS 32 E.M.S. BEDS)
Night Sister required; Ward Sister's experience essential. Salary according to Rushcliffe recommendations, and use of uniform. Apply to the Matron, with copies of recent testimonials and Matron's name for reference. (1902)

INVERNESS DISTRICT MENTAL HOSPITAL
Night Sister required; General and Mental trainings essential. Salary commencing at £120 per annum and rising to £145, plus 10 per cent. war bonus, with board, lodging, laundry and uniform. Apply, with references, to Matron. (1901)

ROYAL BERKSHIRE HOSPITAL, READING
Senior Night Sister, S.R.N., S.C.M., required. Ward Sister's experience essential. Salary in accordance with Rushcliffe Scale. F.S.S. in force. Apply Matron.
(477/49)

NORTH RIDING INFIRMARY
MIDDLESBROUGH
Junior Night Sister required at once. Must be S.R.N. and have theatre experience. Present salary £100, p.a. Rushcliffe Scale of salaries to be adopted—application pending. F.S.S. in force. Apply, giving particulars of training and experience, also giving Matron's name for reference to Matron. (1931)

CITY OF MANCHESTER
MONSALL HOSPITAL FOR INFECTIOUS DISEASES (600 beds)
Night Sister required. Salary, etc., in accordance with the recommendations of the Report of the Rushcliffe Committee. Corporation Superannuation Scheme. Medical examination.
Applications are to be made to the Matron, Monsall Hospital, Newton Heath, Manchester 10. (1950)

KENT AND SUSSEX HOSPITAL,
TUNBRIDGE WELLS (506 BEDS)
Assistant Night Sister required. Rushcliffe Scale of salaries adopted. Superannuation Scheme in force. Apply to Matron for application form. (2031)

THE HOSPITAL FOR SICK CHILDREN
GREAT ORMOND STREET, LONDON, W.C.1.

There is a vacancy for a **Night Sister,** S.R.N., R.S.C.N., for Tadworth Court.

Salaries in accordance with the recommendations of the Rushcliffe Committee. F.S.S. in force. Applications, giving names of two referees, should be addressed to the Matron. (2028)

ELTHAM HOSPITAL, ELTHAM, S.E.9

Night Sister required. S.R.N., S.C.M. Salary according to Rushcliffe Scheme. F.S.S.N. in force. Uniform. Apply with full particulars to Matron. (1976)

NOTTINGHAM CHILDREN'S HOSPITAL

Night Sister required. Must have held Ward Sister's post and be willing to take all night emergency theatre work. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force.

Apply (with name of present or previous Matron for reference) to Matron, Children's Hospital, Nottingham. (1986)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, CHATHAM
(Training School for Nurses)

Applications are invited for the following appointments:—

Night Sisters, S.R.N., S.C.M. Salary according to experience within the appropriate Rushcliffe scale £155 to £225 a year, with full residential emoluments and uniform.

Ward Sisters, S.R.N. Salary according to experience within the appropriate Rushcliffe scale £130 to £200 a year, with full residential emoluments and uniform.

Both appointments are superannuable and a medical examination is necessary.

Application forms and particulars are obtainable from the Matron at the hospital to whom completed applications should be sent by 15th June, 1943.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council. 26th May, 1943. (1991)

BRIDGWATER AND DISTRICT GENERAL HOSPITAL SOMERSET

Required **Night Sister** S.R.N. S.C.M. Uniform provided. Salary according to Rushcliffe Scale. F.S.S. in force. Apply to Matron. (2000)

COUNTY BOROUGH OF SOUTHPORT

Night Sister (in sole charge) required at the New Hall Isolation Hospital, Scarisbrick (Infectious disease 70 beds and Sanatorium 36 beds.) Candidates must be State Registered in General and Fever nursing with experience of Tuberculosis nursing. Salary payable in accordance with the Rushcliffe scale. Applications to be sent to the Matron. (1999)

MONTROSE MATERNITY HOSPITAL GOVAN

Glasgow requires **Night Sister** with experience. Salary £105—£110 per annum plus 15% war bonus also **Staff Nurse** S.R.N., S.C.M., Salary £90—£110 per annum plus 15% war bonus superannuated: also immediate vacancy for **Pupil Midwife** both periods. Salary £55 per annum plus £12 war bonus —other vacancies August and January, 1944—Apply Matron. (2004)

THE NEW HOSPITAL
POPLAR ROAD,
LEATHERHEAD

Night Sister wanted. Rushcliffe Committee salaries in operation. Apply Matron. (2011)

ROYAL ALEXANDRA HOSPITAL FOR SICK CHILDREN
DYKE ROAD, BRIGHTON

Night Sister required immediately. Salary and emoluments according to Rushcliffe scale. Federated Superannuation Scheme in force. Apply to the Matron giving two names for reference. 31st May, 1943. (2013)

CAMBORNE-REDRUTH GENERAL HOSPITAL, REDRUTH, CORNWALL

Required **Senior Night Sister.** Salary according to Rushcliffe Report. F.S.S.N. in force. Apply with full particulars to Matron. (2061)

HULL CORPORATION HEALTH DEPARTMENT
BEVERLEY ROAD HOSPITAL
NURSING STAFF

Applications are invited from suitably qualified persons for the following appointments:—

Junior Night Sister (Preferably with theatre experience). Salary £130—£10—£150 per annum.

Ward Sisters. Salary £110—£10—£130 per annum.

Candidates for the above posts should be State-registered Nurses.

Staff Nurses. Salary: State-registered Nurses £95—£5—£100. State Certified Midwives who are also State-registered Nurses £100—£5—£105.

Student Nurses. Commencing salary £40 per annum.

Uniform and the usual residential emoluments are also provided.

Forms of application may be obtained from, and should be returned to, the Medical Officer of Health, Guildhall, Hull, as soon as possible. (2078)

LANCASHIRE COUNTY COUNCIL.

VACANCIES FOR NURSING STAFF

Appointments are subject to the Lancashire County Council Conditions of Service and are pensionable. Medical examination necessary. Applicants for posts of Staff Nurse and higher grade must be State Registered.

Applicants for Midwifery posts must be State Certified Midwives and also State Registered Nurses. Emoluments (Board residence and uniform etc.) are additional to the annual salaries stated. Any previous service in the particular grade, either at a Voluntary Hospital or a Local Authority Hospital will rank for service on the salary scale. The salaries stated are subject to a cost of living bonus.

COUNTY HOSPITAL, WHISTON PRESCOT, NR. LIVERPOOL

Night Sister. Applicants must be State Certified Midwives and have had practical experience as a Theatre Sister.

Salary £125 by £5 to £150 per annum.

Staff Midwives. Salary £100 by £5 to £120 per annum.

Staff Nurses. Salary £100 by £5 to £120 per annum.

Assistant Nurses. (Non-Resident) for duty on V.D. Ward. Salary £2 7s. 6d. per week. Meals will be provided when on duty.

MIDWIFERY TRAINING SCHOOL FOR PART 1 UNDER NEW C.M.B. RULES

Vacancies for **pupil midwives.** Salary at the rate of £50 per annum. Pupil accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Full particulars on application to **The Matron County Hospital, Whiston, Prescot, Nr. Liverpool.**

LAKE HOSPITAL, ASHTON-UNDER-LYNE

Theatre Sister. Salary £150 by £5 to £175 per annum. Applicants must have previous practical experience as a Theatre Sister.

MIDWIFERY TRAINING SCHOOL FOR PART 1 UNDER NEW C.M.B. RULES

Vacancies for **pupil midwives.** Salary at the rate of £50 per annum. Approved training school for nitrous oxide and air administration and also an affiliated hospital for taking Part II training.

Probationer Nurses. Aged 18 years and over. Salary £40 first year £42 10s. 0d. second year £45 third year, £50 fourth year.

DARNTON HOUSE, ASHTON-UNDER-LYNE, ANNEXE WARD

Assistance Nurses. Salary £70 per annum. Full particulars from the Area **Public Assistance Officer, Public Assistance Offices, St. Michaels' Square, Ashton-under-Lyne.**

MOORLANDS INFIRMARY RAWTENSTALL

Night Sister Salary £125 by £5 to £150 per annum.

Ward Sister Salary £125 by £5 to £150 per annum.

Staff Midwife Salary £100 by £5 to £120 per annum.

Staff Nurse Salary £100 by £5 to £120 per annum.

Probationer Nurses. Aged 18 years and over. Salary £40 first year £42 10s 0d second year, £45 third year, £50 fourth year.

Full particulars from the **Area Public Assistance Officer, Public Assistance Offices, Moorlands, Rawtenstall.**

JERICHO HOSPITAL, BURY

Ward Sister. Salary £125 by £5 to £150 per annum.

Night Sister. Salary £125 by £5 to £150.

Staff Nurses Salary £100 by £5 to £120 per annum.

Ward Sister. (Must be S.C.M.) Salary £125 by £5 to £150 per annum.

Probationer Nurses. Aged 18 years and over. Salary £40 first year £42 10s. 0d. second year, £45 third year, £50 fourth year.

Full particulars from the **Area Public Assistance Officer, Public Assistance Offices, Parsons Lane, Bury.**

ORMSKIRK COUNTY HOSPITAL

Ward Sister. Salary £125 by £5 to £150 per annum.

Staff Midwives. For Maternity Department and Antenatal Clinic. Salary £100 by £5 to £120 per annum.

Full particulars from the **Area Public Assistance Officer, Public Assistance Offices, 74 Wigan Rd., Ormskirk.**

PARKSIDE INSTITUTION, 2, QUERNMORE ROAD, LANCASTER

Assistance Nurses. Salary £70 per annum.

Ward Sister. Salary £125 by £5 to £150 per annum.

Full particulars from the **Area Public Assistance Officer, Public Assistance Offices, 5, Dalton Square, Lancaster.**

PUBLIC ASSISTANCE INSTITUTION ULVERSTON

Ward Sister (Must be S.C.M.) Salary £125 by £5 to £150 per annum.

Full particulars from the **Area Public Assistance Officer, Town Hall Ulverston.**

FYLDE INSTITUTION, WESHAM KIRKHAM NR. BLACKPOOL

Assistant Nurses. Salary £70 per annum.

Full particulars from **The Matron, Fylde Institution, Wesham, Kirkham.**

GREEN LANE INSTITUTION PATRICROFT, NR. MANCHESTER

Ward Sister. Salary £125 by £5 to £150 per annum.

Staff Nurse. Salary £100 by £5 to £120 per annum.

Full particulars from the **Area Public Assistance Officer, Green Lane, Patricroft, Nr. Manchester.**

COPLOW VIEW INSTITUTION CLITHEROE

Assistant Nurse. Salary £70 per annum.

Full particulars and forms of application from the **Area Public Assistance Officer, Public Assistance Offices, 5, Mill Lane, Blackburn.**

GEORGE ETHERTON.
Clerk of the County Council.

County Offices, Preston.
28th May, 1943. (1942)

VICTORIA HOSPITAL, BURNLEY

Night Sister (one of two) required. Rushcliffe Scale adopted. Uniform. Apply giving Matron's name for reference to the Matron. (2062)

SAINT MARY'S HOSPITALS MANCHESTER

Theatre Sister required for one or two Gynaecological Theatres. Rushcliffe salaries adopted. Federated Superannuation Scheme. Apply giving Matron's name for reference to Matron. (1748)

MINEHEAD & WEST SOMERSET HOSPITAL MINEHEAD
THEATRE SISTER

Theatre Sister wanted.
Uniform provided.
Federated Superannuation Pension Scheme in force.
New scale of salary paid to suitable applicant.
Apply with photograph to Matron. (1741)

BINGLEY HOSPITAL, BINGLEY, YORKSHIRE

(Affiliated Training School — 73 beds)

Theatre Sister required. Salary in accordance with the Rushcliffe scheme. F.S.S.N. in force. Apply with particulars to the Matron. (1857)

ROCHDALE INFIRMARY, LANCS.

Applications are invited for the following appointments:

Theatre Sister.

Ward Sister (Children's Ward and small Male Ward).

Rushcliffe Scale of salaries and F.S.S.N. in operation.

Apply, giving full particulars of previous experience, to Matron, Rochdale Infirmary. (1985)

SURREY COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT

Applications are invited for the following appointments:

GROVE ROAD INSTITUTION, RICHMOND

Temporary Theatre Sister and Ward Sister, resident. Apply in writing to the Chief Public Assistance Officer, County Hall, Kingston-on-Thames.

Assistant Nurses, resident.

CENTRAL RELIEF INSTITUTION, COOMBE ROAD, KINGSTON-ON-THAMES

Assistant Nurses, non-resident, for holiday duties.

Applications, stating age, qualifications and particulars of previous experience, to the respective Matrons.

Salaries in accordance with the Rushcliffe Scale. (2041)

BOUNDARY PARK GENERAL HOSPITAL, OLDHAM
(430 beds)

Assistant Theatre Sister required. Rushcliffe Scale of Salaries. Candidates must be State Certified Midwives and State-Registered Nurses. Some theatre experience is necessary. Application forms may be obtained from the Matron. (1859)

NORTH RIDING INFIRMARY, MIDDLESBROUGH

Theatre Sister required. Must be S.R.N. and have had theatre experience. F.S.S. in force. Rushcliffe Scale of salaries to be adopted.

Apply, giving Matron's name for reference, to Matron. (1900)

HULL ROYAL INFIRMARY

Theatre Sister required. Commencing salary £130 per annum, with uniform. Federated Superannuation Scheme in force. Apply with full particulars to the Matron. (2021)

THE MARIE CURIE HOSPITAL

Ward Sister wanted and Theatre (combined post) for 1st September. Salary according to Rushcliffe Report scheme. Apply to Sister-in-Charge, 4, Fitzjohn's Avenue, London, N.W.3. (2038)

KENT COUNTY COUNCIL
DAVID SALOMONS HOUSE, SOUTHBOROUGH, NR. TUNBRIDGE WELLS
(GRADE II E.M.S. HOSPITAL)

Applications are invited for the following appointment:—

Sister, S.R.N. Salary according to experience within the appropriate Rushcliffe scale £130 to £200 a year, with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from Matron at the Hospital to whom completed applications should be sent by 15th June, 1943.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council. 29th May, 1943. (1990)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Wanted: **Ward Sister,** S.R.N., with experience of Tuberculosis Nursing for Southmead Municipal General Hospital (Tuberculosis Ward). Salary (in accordance with Rushcliffe Report) £140—£10—£190 per annum, plus residential emoluments.

Applications to be forwarded to the Matron, Southmead Municipal Hospital, Southmead, Bristol.

Wanted: **Ward Sister** for Medical Ward S.R.N. with experience of Tuberculosis Nursing. Salary £140—£10—£190 (in accordance with Rushcliffe Report) plus residential emoluments and free travel to and from Bristol, twice weekly.

Applications to be forwarded to the Matron, Frenchay Park Sanatorium, Frenchay, Nr. Bristol. (1994)

EAST SURREY HOSPITAL
REDHILL SURREY

130 beds. Approved Training School.

Sister required for Children's Ward. F.S.S. in force. Recommendation of Rushcliffe Committee adopted. Apply with full particulars and Matrons' names for reference to Matron. (1998)

HULL ROYAL INFIRMARY

Sister required for male medical ward. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force. Apply with full particulars to the Matron. (2022)

Surrey County Council
PUBLIC HEALTH DEPARTMENT.
Nursing Staff required:—

MIDWIFERY SISTERS at:
St. Helier County Hospital, Carshalton.
Candidates must be S.R.N., S.C.M.
Salary grade £130 x £10—£180 p.a.

STAFF MIDWIVES at:—
St. Helier County Hospital, Carshalton
Warren Road Hospital, Guildford
Farnham County Hospital, Hale Road, Farnham
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames
Epsom County Hospital, Dorking Road, Epsom
Redhill County Hospital, Earlswood Common Redhill
Dorking County Hospital, Horsham Road Dorking
Candidates must be S.RN. and S.C.M.
Salary grade £100 x £5—£140 p.a. plus emoluments valued at £90 p.a.

MIDWIFERY PUPILS at:—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames
(Part I Training)
St. Helier County Hospital, Carshalton
(Part II Training)
Salary £40 p.a. plus full residential emoluments valued at £65 p.a.

FEMALE MENTAL NURSES at:—
Redhill County Hospital, Earlswood Common, Redhill
Applicants should have R.M.P.A. Certificate or be S.R. Mental Nurse. Salary Grade £100 x £5—£140 p.a. plus emoluments valued at £90. If non-resident a living out allowance of £65 p.a. will be paid.

MALE MENTAL NURSES (temporary Non-resident) at:—
St. Helier County Hospital, Carshalton
Epsom County Hospital, Dorking Road, Epsom
Warren Road Hospital, Guildford
Applicants should have R.M.P.A. Certificate. Salary £2 15s. 6d. x 2s. 0d.—£3 5s. 6d. p.w. plus war bonus 13s. 6d. p.w.

MALE NURSES (Uncertificated) (temporary non-resident) at:—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames
Salary £3 p.w. war bonus 13s. 6d. p.w.
Application forms and full particulars from the appropriate matron. (2044)

…TH LONDON HOSPITAL FOR WOMEN
CLAPHAM COMMON, S.W.4
Class 1A Casualty Hospital.
…required for private ward. Salary …dance with the Rushcliffe Committee …Apply with Matron's name for ref… to Matron. (2060)

DEVON COUNTY COUNCIL
…BLIC ASSISTANCE DEPARTMENT
…cations are invited for the follow… …sionable posts at Honiton Institu…

…ister (S.R.N. and C.M.B.). Salary …r annum, or
…oint Appointment. Assistant Master …t from Military Service). Salary …r annum and **Sister** (S.R.N. and …). Salary £95 per annum …dential emoluments valued at £65 per … and current war bonus. Uniform …ded.

…s of application to be obtained from …ublic Assistance Officer, "Felixwell," …omas, Exeter, to be returned to him …ater than 17th June, 1943.

A. J. WITHYCOMBE,
Clerk of the Council.
(2052)

BERKSHIRE COUNTY COUNCIL
…BLIC ASSISTANCE DEPARTMENT
VACANT APPOINTMENTS
…cations are invited for the following …ments. Maidenhead, Newbury, Walling… Wantage, Windsor and Wokingham Institu… **Sisters** S.R.N. S.C.M. Bradfield, New… Wantage, Windosr and Wokingham Institu… and Brooklands Evacuation Hostel, … **Assistant Nurses.** Salaries in accor… with the Rushcliffe Recommendations which …een adopted by the Council.
…ld and Easthampstead Institutions. … **Attendants.** Salary £65—£5—£75 per …, Hungerford Institution. **Male Night** … **Attendants.** R.M.P.A. Certificate re… Gross wages 71/6 rising to 81/6 per week. …ham Institution. **Laundress.** Salary £60 …70 per annum.
…r bonus is paid in addition to stated salaries. …cing salaries according to experience. …nt appointments include board, lodging, … and uniform, valued for superannuation …s at £60 per annum. Non-resident …ements—an allowance of 25/- weekly will … in lieu of emoluments. Applications to be … on forms obtainable from the County Public …ance Officer, 3, Abbot's Walk, Reading, and …ed to him as soon as possible. (2017)

CITY OF WAKEFIELD
…NICIPAL MATERNITY HOSPITAL
…d Sister. Salary £115—£135 x £10 p.a. …m allowance £10 p.a. and residential emolu… plus war bonus 3s 6d per week. The post …ject to superannuation.
…lications, with copies of three recent testi…ls, to the Medical Officer of Health, Town … Wakefield.

W. S. DES FORGES,
Town Clerk.
(2007)

THE KING EDWARD VII WELSH NATIONAL MEMORIAL ASSOCIATION
Applications are invited from Nurses (S.R.) for the post of **Ward Sister** in the Hospital Section at the South Wales Sanatorium, Tal…arth, Brecs.
Salary, etc. ,in accordance with the Rushcliffe Report. Contributory Superannuation Scheme. Further information can be obtained from the Matron, to whom applications with copies of two recent testimonials should be sent immediately.
(2054)

THE BOLTON ROYAL INFIRMARY
(245 beds)
…ster required for Children's Ward. …N. and children's experience essential. …y, emoluments, superannuation and …itions of service in accordance with …cliffe recommendations. Apply, giving particulars to Matron. (1960)

THE ROYAL CRIPPLES HOSPITAL, NORTHFIELD, BIRMINGHAM, 31
…INING SCHOOL FOR ORTHOPAEDIC NURSES AND MASSEUSES
(…4 Beds, Men, Women and Children)
…perienced **Sisters** for Plaster Depart… and Ward, S.R.N. and Orthopaedic …ficate required. Must be interested …giving instruction to Probationers. … in force. Salary according to Rush… Report. Apply with recent testi…ls to Matron. (1965)

…SON HOSPITAL, MITCHAM, SURREY
…iday Sister with Theatre experience …red from 1st July to 30th September. …y according to the Rushcliffe Report. … giving full particulars to the …on. (2025)

CITY OF BIRMINGHAM

PUBLIC HEALTH DEPARTMENT HOSPITALS SECTION

Applications are invited for the following appointments :—

WARD SISTER
City Hospital, Rednal Road, Northfield
(Tuberculosis Hospital)
Salary £110—£5—£160 p.a. resident. Candidates must be State-registered Nurses on the General Register.

HOLIDAY SISTER
Romsley Hill Sanatorium, Halesowen
Required for six months. Salary £110 p.a. plus 1/6d p.wk. travelling allowance. Week-end monthly.

STAFF MIDWIVES
Dudley Road Hospital, Birmingham, 18
Training School for Part 1 Midwifery
Salary £95—£5—£105 p.a.

MIDWIFERY PUPILS
Dudley Road Hospital, Birmingham, 18
Vacancies for Midwifery Pupils, nine months course. Salary £65 p.a.

STAFF NURSES
Selly Oak Hospital, Birmingham, 29
State Registered Nurses on the General Part of the Register. Salary £85—£95 p.a. resident, according to experience ; £3 10s. 0d. weekly non-resident.

STAFF NURSES
City Sanatorium, Yardley Green Road Birmingham 9
City Hospital, Rednal Road, Northfield
State Registered Nurses on the General Register ; resident £95—£105 p.a., non-resident £3 10s.—£4 weekly, with use of uniform. Staff Nurses with T.A. Certificate only ; resident £85—£95 p.a., non-resident £3—£3 10s. 0d. weekly, with use of uniform.

STAFF NURSES
Little Bromwich Fever Hospital, Birmingham 9
General Trained Staff Nurses to take one years' course in the nursing of infectious diseases. Salary £95 p.a. resident.

MASSEUSE
Dudley Road Hospital, Birmingham 18
C.S.M.M.G., M.E., L.E.T., certificates. Salary £210—£10—£240 p.a. non-resident.

ASSISTANT NURSES
City Hospital, Rednal Road, Northfield
Salary £55 p.a. resident.

PROBATIONER NURSES
General Hospitals
Dudley Road Hospital, Birmingham, 18
Selly Oak Hospital, Birmingham, 29
Complete General Training Schools. Three year's training (excluding trial period). Salary £40, £45, and £55 p.a. for first, second and third years respectively.

Infectious Diseases Hospital
Little Bromwhich Hospital, Birmingham 9
Fever Training School. Two years' training. Affiliated with the General Hospitals for shortened general training. Salary £50 and £53 p.a.

Tuberculosis Hospitals
City Sanatorium, Yardley Green Road, Birmingham ,9
Two years' training. General Nursing Council Preliminary Examination and Tuberculosis Association Examination. Affiliated with Dudley Road Hospital for general training. Salary £55 p.a.

Romslev Hill Sanatorium, Near Halesowen.
Two years' training. Training school for Tuberculosis Association Certificate only. Salary £55 p.a., plus 1s. 6d. a week travelling allowance.

Candidates must not be younger than 17 years of age, well educated and strong.

For all resident nursing appointments emoluments consist of full board, lodging, laundry and use of uniform. Living conditions in all hospitals are good and ration allowance is paid during annual leave. Local Government Superannuation Scheme is in force for all permanent appointments and at present war bonus is paid in addition to salaries stated. Rushcliffe Committee's recommendations are shortly to be adopted.

Applications should be addressed to the Matrons of respective hospitals. (1765)

CITY OF MANCHESTER
ABERGELE SANATORIUM (262 beds),
ABERGELE, NORTH WALES
Ward Sisters required for non-pulmonary wards. Candidates must be State-registered and should have a knowledge of orthopaedic nursing. Salary, etc. in accordance with the recommendations of the Report of the Rushcliffe Committee. Corporation Superanuation Scheme. Medical examination. Apply to the Matron at the Sanatorium.
(1951)

CITY ISOLATION HOSPITAL HUCKNALL ROAD, NOTTINGHAM
TRAINING SCHOOL — 200 Beds
Ward Sister required. General and Fever trained. Salary according to Rushcliffe scale. Superannuation scheme in force. For form of application apply to Matron.
29th May, 1943. (1958)

COUNTY OF ABERDEEN
HADDO HOUSE EMERGENCY MATERNITY HOSPITAL
Sister required to take up duty about end of August. S.R.N., C.M.B. Salary £115 per annum plus usual residential emoluments.
Applications with three testimonials to the undersigned not later than 18th June, 1943.

4. Albyn Place, Aberdeen.
HARRY J. RAE,
Medical Officer of Health.
(1959)

ROYAL NATIONAL THROAT, NOSE AND EAR HOSPITAL,
GRAY'S INN ROAD, LONDON, W.C.1.
Sister required for men's ward. Salary according to the Rushcliffe scale. Apply Matron. (2026)

MIDDLESEX COUNTY COUNCIL
PITSFORD HOUSE, PITSFORD,
NR. NORTHAMPTON
(Home for 84 women chronics)
Res. **Sister**, S.R.N., and **Assistant Nurses**, res. or non-res. required. Salary and conditions in accordance with the report of the Rushcliffe Committee Unestablished staff. Apply to Matron "D" at above address.
(2035)

STIRLING, CLACKMANNAN AND DUNFERMLINE JOINT SANATORIUM BOARD
Ward Sister required, salary £130 per annum, plus extra £10. Usual emoluments, superannuated post. Apply, with references, to Matron, Ochil Hills Sanatorium, Milnathort, Kinross-shire. (2091)

EAST SUSSEX COUNTY COUNCIL
CHOWNES MEAD MATERNITY HOME,
HAYWARDS HEATH
Applications are invited for the appointment of the undermentioned staff at the above-mentioned Home which has recently been opened and which has accommodation for approximately 26 beds: (a) **Theatre and Labour Ward Sister.** (b) **Ward Sisters.** (c) **Staff Nurses.** (d) **Assistant Nurses.**
The salaries payable will be in accordance with the scales recommended in the Rushcliffe Report.
Applications should be forwarded immediately to the Matron of the Home, from whom any further information required can be obtained on request. (2082)

WARNEFORD GENERAL HOSPITAL LEAMINGTON SPA
District Midwifery Sister wanted for district work attached to Hospital. Car provided. Salary in accordance with Rushcliffe Scale. F.S.S.N. & H.O. Resident appointment Applications with copies of testimonials to The Matron. (2075)

MIDDLESEX COUNTY COUNCIL
OXHEY GROVE, OXHEY LANE,
HATCH END
(Home for 43 women chronics)
Res. and non-res. **Sisters,** S.R.N. Salary and conditions in accordance with recommendations of the Rushcliffe Committee. Unestablished staff. Apply to Matron "D" at above address giving full particulars.
(2072)

CAMBORNE-REDRUTH GENERAL HOSPITAL, REDRUTH, CORNWALL
Holiday Sister required. Salary according to Rushcliffe Report. Apply to the Matron.
(2087)

CORNWALL COUNTY COUNCIL

COUNTY ISOLATION HOSPITAL, TRURO

Applications are invited for the post of Ward Sister. Salary in accordance with the Rushcliffe Scale.
Applicants should be S.R.N. General and Fever. Recent fever experience desirable. Applications should be sent to the Matron of the Hospital, giving particulars of age and experience, together with two names for reference.

L. P. NEW,
Clerk of the County Council.
31.5.43. (2065)

CITY OF LEICESTER
CITY GENERAL HOSPITAL
GWENDOLEN ROAD
TRAINING SCHOOL FOR NURSES
550 BEDS
Applications are invited for the post of **Ward Sister** for a Childrens' Ward. Candidates holding the State Registered Childrens' Certificate will receive preference.
Salary according to Rushcliffe Scheme.
The post is designated under the Local Government Superannuation Act, 1937.
Applications, giving age, dates and particulars of training and subsequent experience, with any testimonials, should be sent to the undersigned.

WILFRID CARR,
Secretary.
Health Department,
Grey Friars,
Leicester. (1915)

HERTFORDSHIRE COUNTY COUNCIL HAYMEADS HOSPITAL, BISHOP'S STORTFORD
NURSING STAFF
SISTER FOR MATERNITY WARDS
SISTER FOR CHRONIC SICK WARDS
SISTER (OF TRAINED NURSE) FOR CHILDREN'S WARDS
Applications are invited for these appointments.
Salary and conditions in accordance with the Rushcliffe Report.
The appointments will be subject to the Local Government Superannuation Act, 1937, and successful applicants will be required to produce a Medical Certificate.
Applications should be addressed to The Matron, Haymeads, Bishop's Stortford, as soon as possible. (No forms.)

ELTON LONGMORE.
Clerk of the County Council.
26th May, 1943. (1917)

ISLE OF ELY COUNTY COUNCIL
The Isle of Ely Public Assistance Committee invite applications for the following appointments :

DODDINGTON E.M.S. HOSPITAL
Ward Sisters. Salary £130 by £10 to £180 per annum, resident.
Staff Nurses. Salary £100 by £5 to £140 per annum, resident.
Assistant Nurses. Salary from £55 to £95 per annum, resident, according to category.

ELY AND WISBECH INSTITUTIONS
Staff Nurses. Salary £100 by £5 to £140 per annum, resident.
Assistant Nurses. Salary £55 to £95 per annum, resident, according to category.
The Council have adopted the recommendations contained in the Rushcliffe Report.
The posts will be subject to the provisions of the Local Government Superannuation Act, 1937, and the persons appointed may be required to pass a medical examination.
Forms of application obtainable from the undersigned.

G. W. PARVIN,
Public Assistance Officer
Public Assistance Depart,ent,
County Hall,
March, Cambs.
25th May, 1943. (1926)

LEICESTERSHIRE COUNTY COUNCIL
The Council invite applications for the following appoinments, viz :—
Sisters (S.R.N. & S.C.M.)—At Bosworth Park Infirmary (E.M.S. Hospital) Market Harborough and Melton Mowbray Institutions.
Assistant Nurses.—At Bosworth Park Infirmary (E.M.S. Hospital), Loughborough, Lutterworth, Market Bosworth, Markett Harborough, Melton Mowbray and Mountsorrel Institutions.
Salaries, Sick pay allowances, etc, in accordance with the Rushcliffe Report.
The appointment will be with residential allowances and uniform will be provided during employment. The provisions of the Superannuation Act apply to all appoinments.
Applications in Candidate's own handwriting, stating age, marital condition, experience, qualifications (if any) etc., together with copies of three recent testimonials should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's, Leicester, forthwith.
(1928)

BEDFORDSHIRE COUNTY COUNCIL
(Public Assistance Committee)
ST. ANDREW'S HOSPITAL—BIGGLESWADE.
Applications are invited for the following appointments :—
Maternity Ward Sister—S.R.N. and S.C.M.
Ward Sister—S.R.N. and S.C.M.
Assistant Nurses.
The Council has adopted the Rushcliffe Scale of Salaries.
The persons appointed will be required to take alternate day and night duty.
The appointments are subject to the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.
Applications (no forms) should be sent to the Matron, St. Andrew's Hospital, Biggleswade.

J. B. GRAHAM,
Clerk of the County Council.
Public Assistance Office,
81, High Street, Bedford.
1st June, 1943. (2082)

Milk Sensitivity

It is tragic that in a number of the allergic conditions in infancy one has hitherto been compelled to omit milk altogether from the diet. The entire omission of milk—an infant's natural food—is extremely difficult on account of its high food value, particularly with reference to its calcium and phosphorus content. The substitution of "synthetic milks" is unsatisfactory, and infants generally refuse them.

Allergilac now solves the problem by altering the essential milk in such a way that the allergy producing principles are no longer effective.

In Allergilac the greater part of the offending lactalbumen has been removed, the casein has been denaturised and the milk acidified with lactic acid.

Allergilac REGD.

MILK FOOD FOR ALLERGY

A supply for clinical trial with descriptive literature will be sent on request to COW & GATE MEDICAL & RESEARCH DEPT. NT GUILDFORD - SURREY

INDICATIONS
Allergy in Infancy
Dermatitis

ANALYSIS	%
Fat	15.5
Casein	25.8
Lactalbumen	1.0
Lactose	45.0
Lactic Acid	2.7
Mineral salts	7.0
Moisture	3.0
	100.0
Calorific value per oz.	127

©3192

A COW & GATE PRODUCT

DEWSBURY JOINT HOSPITAL BOARD
MITCHELL LAITHES ISOLATION HOSPITAL
(102 BEDS)

Applications are invited for the position of **Sister** at a salary at the rate of £130, rising by annual increments of £10, to £180 per annum (with usual emoluments) and an additional increment of £20 after ten years' service.

Forms of application may be obtained from the undersigned. Applications, endorsed "Sister," to be sent to me not later than 17th June next.

Town Hall, HOLLAND BOOTH,
Dewsbury. Clerk.
28th May, 1943. (1936)

CITY OF SALFORD
INFECTIOUS DISEASES HOSPITAL

Ward Sister required. Salary £115 per annum, rising by annual increments of £5 to £125, plus 5/- per week bonus.

Assistant Nurses required for Tuberculosis Wards. Salary £88 13s. 0d. per annum, including bonus.

Probationer Nurses wanted, 17 to 26 years of age. Two years' training in Fever Nursing for Certificate of General Nursing Council. Salary £45 12s. 0d. first year, £52 second year, plus bonus.

Full residential emoluments also provided.

Apply to Matron, Ladywell Hospital, Salford, 5, Lancs.

The "Rushcliffe" recommendations are at present under consideration by the Salford City Council and, if they are adopted, the appropriate salary will be payable in all the above cases.

H. H. TOMSON, Town Clerk.
(1910)

BOROUGH OF ILFORD
ILFORD ISOLATION HOSPITAL,
GROVE ROAD, CHADWELL HEATH,
ESSEX

Ward Sister required, should be General and Fever trained, State-registered. If State Certified Midwife or other additional qualifications, salary £137 10s. rising by one increment to £154. If not State Certified Midwife, salary £126 10s., rising by one increment to £143 inclusive of 10 per cent. war bonus plus £4 holiday board allowance. Board, lodging and uniform are provided. The post is superannuated and successful candidates will be required to undergo a medical examination.

Apply giving full particulars to Matron.
(1843)

FLEETWOOD HOSPITAL

Sister required immediately with X-Ray experience (S.R.N.). State salary required. F.S.S. in force. Apply, giving full particulars and experience to Matron. (1759)

HAMPSHIRE COUNTY COUNCIL

Applications are invited for the following vacancies:—

EMERGENCY MATERNITY HOME,
COLLYERS, STEEP, NR. PETERSFIELD

Sister, S.R.N., S.C.M., Salary £135 a year.
Midwife, S.R.N., SC.M. Salary £115 a year; S.C.M. only, £100 a year.

EMERGENCY MATERNITY HOME,
LANGTONS, ALRESFORD

Midwife, SR.N., S.C.M. Salary £115 a year; S.C.M. only, £100 a year.

Each appointment with board, lodging and laundry

Applicants must have had recent midwifery experience.

Applications should be sent to The County Medical Officer, The Castle, Winchester, giving particulars of age and experience, together with two names for reference. (1798)

BINGLEY HOSPITAL, BINGLEY, YORKSHIRE
(Affiliated Training School — 73 beds)

Junior Sister for a Children's Ward of 12 beds. Salary in accordance with the Rushcliffe scheme. F.S.S.N. in force. Apply with particulars to Matron. (1858)

CITY OF WAKEFIELD
MUNICIPAL HOSPITAL FOR INFECTIOUS DISEASES AND TUBERCULOSIS

Ward Sister and **Staff Nurse** required. Salaries in accordance with the recommendations of the Rushcliffe Report. Posts subject to Superannuation.

Applications, with copies of three recent testimonials, to the Medical Officer of Health, Town Hall, Wakefield.
May, 1943. (1863)

THE BIRMINGHAM UNITED HOSPITAL
THE GENERAL HOSPITAL. THE QUEEN ELIZABETH HOSPITAL
(Also incorporating Queen's Hospital 1841-1941)
THE QUEEN ELIZABETH HOSPITAL

Sister required for the Midwifery Department. Salary as recommended by the Rushcliffe Commission, with full residential emoluments, and participation in the F.S.S.N.H.O. Apply with full particulars to the Matron. (1740)

BOROUGH OF STOCKTON-ON-TEES
ISOLATION HOSPITAL, DURHAM ROAD

Applications are invited for the following posts:—

(1) **Ward Sister**, S.R.N. and R.F.N.
(2) **Student Nurses** for two years' Fever training.

Uniform and the usual emoluments will be provided. Salary according to the Rushcliffe Scale.

Applications should be made to the Matron, from whom full particulars may be obtained.
(1742)

GOSPORT WAR MEMORIAL HOSPITAL, HANTS

Ward Sister required. S.R.N. Salary according to the Rushcliffe Scale. Uniform provided. Federated Superannuation Scheme in force. Apply, giving full particulars and Matron's name for reference to the Matron. (1634)

WREXHAM & EAST DENBIGHSHIRE WAR MEMORIAL HOSPITAL, WREXHAM
(170 beds)

Sister required for Ear, Nose and Throat Department of Wards, Theatre and Out-patients. S.R.N. with E.N.T. experience. Salary as per Rushcliffe Scale. FS.S.N. & H.O. in force. Apply with copies testimonials to Matron. (1866)

CLAYTON HOSPITAL, WAKEFIELD
(160 beds)

Children's Ward Sister. Experience Rushcliffe Salary Scale in force a F.S.S. Uniform provided. Apply w full particulars to the Matron. (1895)

HERTFORDSHIRE COUNTY COUNCIL
HITCHIN GUARDIANS COMMITTEE
CHALKDELL HOUSE, HITCHIN

Applications are invited for the following po at Chalkdell House, Hitchin:—

Ward Sisters with C.M.B. Resident or no resident.

Assistant Nurses withe xperience. Resident non-resident.

Salaries and conditions in accordance with t Rushcliffe Report.

Applicants will be required to produce sat factory medical and birth certificates on appoi ment, and the appointments will be subject to t provisions of the Local Government Superann tion Act, 1937.

Applications, giving full experience, to be se to Mrs. E. A. Bennett, Matron, Chalkdell Hou Public Assistance Institution, Hitchin, Herts.

P. ELTON LONGMORE,
Clerk of the Hertfordshire County Coun
19th May, 1943. (1729)

EAST SUFFOLK COUNTY COUNCIL
NURSING STAFF REQUIRED —
RUSHCLIFFE SALARIES & CONDITION
RED HOUSE, BULCAMP,
NEAR HALESWORTH, AND
STOW LODGE, ONEHOUSE,
NEAR STOWMARKET

Ward Sister (S.R.N.) Salary and cond tions in accordance with the recommend tions of the Rushcliffe Committee.

Assistant Nurses (a) (with previous e perience). Salary and condition in accor ance with the recommendations of th Rushcliffe Committee; (b) (without expe ence) salary will be paid at the rate o £55 per annum, with free board, residence laundry and use of uniform. After tw years' service the salary will be increase to £65 per annum rising by £5 annually t a maximum of £85 per annum. Applic tions, giving age, qualifications, previou experience, and copies of two recent test monials, should be sent to the Publi Assistance Officer, County Hall, Ipswich. (1596)

CITY OF MANCHESTER

Student Nurses wanted now and later at the following municipal hospitals:—

TUBERCULOSIS SANATORIA (minimum age, 18 years).
Abergele Sanatorium (262 beds), Abergele, North Wales £45, £50 (Affiliated training school.)
Baguley Sanatorium, near Altrincham, Cheshire £45, £50.

GENERAL HOSPITALS (Complete Training Schools—minimum age 18 years.)
Crumpsall Hospital (1400 beds), Delaunays Road, Crumpsall, Manchester, 8 £40 by £5 to £50
Withington Hospital (1150 beds,) West Didsbury, Manchester 20, £40 by £5 to £50.

INFECTIOUS DISEASES HOSPITAL (Training School—minimum age 17 years).
Monsall Hospital (600 beds,) Newton Heath, Manchester 10, £40 to £45.

Salaries etc. in accordance with the recommendations of the Report of the Rushcliffe Committee with emoluments, board, residence and laundry and uniform in addition.

All applications should be addressed to the Matrons of the establishments. (477/34)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE IX

JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XXXIX. No. 1988 SATURDAY, JUNE 5, 1943

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

Scottish Differences

WE were glad to have the opportunity of being present at the debate on the second reading of the Nurses (Scotland) Bill, though, in some ways, it was a depressing experience, because of the absence of any one with expert knowledge to correct mistakes and challenge suggestions which could not but be detrimental to Scottish nursing.

One of the most disquieting points about the debate was the fact that so much of the speech of the Secretary of State for Scotland, Mr. T. Johnston, seemed to be based on a fact for which he produced no proof, and which he and many other speakers appeared none the less to accept as true. Only one speaker, Mr. McNeil, member for Greenock, in the most helpful contribution to the debate, even challenged it.

Mr. Johnston stated that the Alness Committee, which corresponded to the Athlone Committee for England and Wales, were informed that the number of assistant nurses in Scotland in 1938 was negligible ; no figure was mentioned at first but later the total number was put at about 250 only. Yet Mr. Johnston stated that the Royal College of Nursing found, in 1939, when Scotland was taking steps to ascertain her full nursing strength in view of the national emergency, that 1,031 such nurses had applied for enrolment in the Civil Nursing Reserve, and they were for the most part practising as assistant nurses in hospitals, nursing homes and private houses. The House was rather tempted to imagine that the additional 700 had suddenly sprung into existence in the short interval between 1938 and 1939.

Mr. McNeil suggested that the calculation that the number of assistant nurses was negligible, in 1938, in Scotland by the Alness Committee, might be wrong : he suggested that they made 'no very keen research into the arithmetic of even the 1938 situation.' This is surely quite obvious. If the figure was wrong and there was quite a large body of assistant nurses helping to nurse the sick people of Scotland, in 1938, the findings of the Alness Committee were based on inaccurate evidence and the government should not take their recommendations concerning the assistant nurse as the basis of their present action. Yet two clauses have been added in the Nurses (Scotland) Bill on the strength of the assumption that Scotland will not need assistant nurses in the future. Actually Mr. Johnston himself acknowledged in the House that there were probably over 2,000 assistant nurses in Scotland. This figure is, we believe, based on reliable statistics. It means there was 1 assistant nurse in every 8 nurses practising.

Mr. Johnston stated that of the sample 1,031 assistant nurses taken by the Royal College of Nursing, 860 had begun their State training, 681 had had more than a year's training : he therefore appears to argue that they could and should all of them be turned into State-registered nurses. Yet Mr. Johnston himself stated that out of the 860, only 47 had actually passed their preliminary examination. But 681 had been for more than one year in hospital and a good candidate enters for her State preliminary examination shortly after the conclusion of one year's training. The mere fact that only 47 of these nurses of whom 681 had qualified to enter by the length of their period of training—since nurses can enter for the examination after twelve months ward experience—shows that they were an abnormal group, for only 6.9 per cent. had passed, whereas on an average, out of every 100 student nurses who enter for the preliminary State examination 80 per cent. pass and only 20 per cent. fail.

Mr. Johnston's solution for the problem of the shortage of State registered nurses is to encourage the assistant nurses to go on and get their full training ; this would be excellent were it possible ; but he takes it for granted that because they had started the training they could complete it. Yet the Royal College of Nursing has statistics which seem to show that only 248 ever got to the stage of contemplating entering for the examination and of these 102 failed in the examination, 99 never reached a high enough standard to enter, and only 47 passed.

Why did so few of these girls pass the preliminary examination ? Because the preliminary examination contains the most difficult subjects which the nurse has to learn—anatomy and physiology—the basic scientific knowledge on which all intelligent nursing is built up. It will always be the subject which causes the greatest number of failures in the education of the student nurse. Teachers of medical students find exactly the same thing. It takes a higher degree of intelligence to master this subject satisfactorily than any other, and any nurse who can pass in this subject need have no difficulty in completing her training—but some candidates are not able to master it sufficiently, though actually the pass standard is by no means a high one.

It is no good to say leave the subject out or lower the standard in it. You might as well say that we should allow persons to become qualified doctors without passing their examinations in these subjects. It would be unsuitable for the carrying out of their work. The same holds good in nursing and no other country would give reciprocity to the Scottish State-registered nurse without her passing the standard examination in these subjects.

✦ ✦ ✦

If the full training for the State register is to be, in five years time, the only means of entry into the nursing profession in Scotland, there will be a large number of women in Scotland **who want to be nurses,** but are not able to qualify, yet are able to give simple nursing care under supervision to the less serious cases of illness. They will, of course, be able to come to England, where they will be very useful, to take the simpler course of training for the assistant nurse, but that will not help to meet the needs of Scottish hospitals, and the sick public in Scotland.

Mrs. Hardie (Glasgow) suggested that education in Scotland was deteriorating because so many girls who now go in for their examinations do not pass. She was obviously completely misled by Mr. Johnston's figures from the Alness Committee. We would assure her that she has misunderstood the position. The percentage of failures in the State examinations in Scotland, as here, has always remained pretty steady and has not shown a sharp rise since 1938. Mrs. Hardie was, however, right when she said that we need well trained intelligent women in nursing, because there have been great developments in treatment and the nurse to-day has to be a much more skilled person than she was in the old days, better treatment and new treatment having been introduced in which the nurse has to be experienced.

What the House of Commons seemed to fail to grasp was that in nursing as in the teaching profession there are different types of work to be done, and that a different kind of training will produce a satisfactory worker for the different kinds of work. The persons who teach in the elementary and secondary schools throughout the country do not take the same training or qualifying examinations. The secondary school teacher must have a university degree and instruction in methods of teaching : she needs the additional knowledge because of the higher standard of education which her pupils must have. But there are many children who have not the intelligence to profit by such education, and their teachers do not need to have so deep a training

American mothers go to the factory. Left: on the steps of the Grumman Freeport Child Care Centre, Miss J. Oakes, director, receives Joan, aged two years and John, aged four. Right: crackers and milk for the children as a change from play

they are, in fact, given a different preparation.

In the same way in the nursing world, there are many cases of illness especially of the less acute and more chronic type, which will not benefit from the new operative and medical treatments which the State-registered nurse must know how to assist with and carry out. Yet their comfort and happiness depends on good simple nursing care and kindly treatment by good-hearted people. It is much better that they should be looked after by persons who love the work and are devoted to nursing—although they are unable to cope with the full nurse's training—than by more intellectual persons who do not really care for nursing, but are tempted to undertake it because of the higher salaries and the shorter hours that Mr. Johnston has promised.

One other thing Scottish members need to remember. Mr. Johnston has promised to amend clause 14 in the committee stage. Members must keep in mind that the nurse in training must have the varied experience of every type of nursing work, male and female, medical and surgical work, children's and obstetric nursing, theatre and out-patient work, orthopaedic and gynaecological nursing, nursing of eye, ear, nose and throat diseases and so on.

Two or even four years spent in one type of work can, therefore, only shorten the training probably by a few months, for that is the difference between training for nursing and experience in a nursing home, or non-training school. In the former, the nurse is moved every two or three months to another ward or department to get fresh experience in a systematic manner; in the latter, the nurse is left doing the same type of work continually because she becomes more useful to her employers and to her patients, and her own life is made easier. She becomes very competent in that one type of work, but that does not make her competent in all the other branches. Good training schools ensure that their nurses get every type of experience. A well trained nurse needs not only book work and an examination passed in every subject, but—much more important—practical experience of it. In the whole training, for example, the general trained nurse would only have two to three months of experience in nursing of the chronic sick. Actually she often gets none, because every type of nursing treatment and care needed for the less serious cases is also needed for the acute ones: but the reverse is not the case.

There are already means by which the General Nursing Council can accept experience in a second hospital. Once a girl has passed the preliminary examination she does not need to sit for it again and the General Nursing Council can recognize an affiliation between two recognized schools for the purpose of regularizing the training of any candidate for State registration who really has a good case for consideration. An amended clause to give the General Nursing Council power to shorten the general training for a State-registered nurse is, therefore, unnecessary, since it only gives them a power they already exercise, and a clause which would force them to do it in unsuitable cases must provoke the antagonism of the nursing profession. Why, then, should clause 14 not be completely withdrawn?

Topical Notes

The First Assistant Nurse Committee

Many nurses will be watching for the first signs of the putting into force of the Nurses Act, 1943. This week the first piece of news comes. The General Nursing Council, at its meeting on May 28, announced the names of the first Assistant Nurse Committee. The Minister of Health has appointed Miss R. Dreyer, Public Health Department, London County Council, Miss L. Snowden, lady supervisor, Essex County Council, Mrs. W. L. Forde, matron, Wordsley Emergency Hospital, Stourbridge, Worcester, and Mrs. Henry Brooke, a member of the Council of the Queen's Institute of District Nursing and wife of the Member of Parliament for Lewisham (W): the name of an active assistant nurse will probably be added to these to complete the number. The General Nursing Council has chosen:—Dame Ellen Musson, D.B.E., R.R.C., LL.D., S.R.N.; Miss D. M. Smith, O.B.E., S.R.N.; Miss A. Burgess, M.B.E., A.R.R.C., S.R.N.; Miss F. M. Campbell, S.R.N., R.F.N.; Dr. H. M. C. Macaulay, B.Sc., M.D., D.P.H.

Two Years of Grace

In the meantime the Minister has made it known that he does not propose to proceed with bringing into effect the restriction of the title 'nurse' under section 6 (1) of the Act until progress has been made with the formation of the Roll of Assistant Nurses. None of the provisions of Part II concerning the control of agencies come into operation until he appoints, and he may select different dates for different provisions and for different areas. He does not consider it practicable to bring any of the provisions of this part of the Act into operation until the Roll of Assistant Nurses is in being. The third section of the Act comes into effect at once. The list of nurses who failed to register before 1925 is being drawn up. Applications must reach the Registrar of the General Nursing Council within two years of passing of the Act, *i.e.*, before April 22, 1945, and on the form provided by the Council. Let no one be too late this time.

Contents

	PAGE
Scottish Differences	457
Topical Notes	458
The Nurse and Tuberculosis	460
For the Student Nurse	462
The Pregnant Woman in Industry	463
In Parliament: Second Reading of the Nurses (Scotland) Bill	465
To-Morrow's Nurses	469
News in Brief	470
Royal College of Nursing News	471

The First Meeting

THE Private Nurses Section began the week's series of Annual Meetings and Conferences at the Royal College of Nursing on Tuesday with a lively meeting. Dr. Charles Hill, Deputy Secretary of the British Medical Association and the Medical Planning Commission, was supported on the platform by Miss E. E. P. MacManus, O.B.E., President of the College, Miss M. Wenden, chairman of the Section, who took the chair, Miss B. M. Haughton, secretary of the Section, and Mrs. D. J. Bamford, honorary treasurer. With 14,000 medical men in the services, Dr. Hill said, it would be unfair so to reorganize health services that when they returned they did not recognize the profession they had chosen. He hoped that soon the nursing and other allied professions would join the non-committal discussions which the Minister of Health was holding, prior to the publication of a white paper on his ideas of the reorganization of the medical services, to fulfil Assumption B of the Beveridge Report. (Next week we hope to report Dr. Hill's address in full.)

No More Loopholes

MISS Florence Horsbrugh, Parliamentary Secretary to the Ministry of Health, referred at the annual meeting of the London branch of the National Society for the Prevention of Cruelty to Children, to the new law on child adoption. 'The first blow at what was described as 'baby-farming' was struck in 1872, when the Infant Life Protection Act was passed, and by the passing of the Adoption Act of 1926 we hoped it was entirely suppressed.' A certain number of loopholes were, however, discovered in the scheme for protecting children who are living with people other than their parents, which after seven years' work would be stopped by the coming into force of the Adoption of Children (Regulation) Act. Public health nurses who know only too well the results of these 'loopholes' will welcome the new Act as a big step forward.

Birthday Honours

WE offer our heartiest congratulations to all the nurses whose names appear in the Birthday Honours list published on Wednesday, June 2, especially to Miss E. M. Blair, matron-in-chief of the Princess Mary's Royal Air Force Nursing Service, who is one of the three women to receive the distinction of becoming a Dame Commander of the Order of the British Empire. Miss Blair, a member of the Royal College of Nursing, who has been in the Service for 25 years, and has piloted it so successfully through nearly four years of war in which aerial operations have played so important a part, receives hers in the military division. Miss A. Loughlin, of the Trades Union Congress, and Miss E. Walker, the artist, are the two civilian recipients. The full list of awards will appear next week.

Bread and Milk

SPEAKING recently to the Food Education Society of which he is president, Lord Horder said that science had been just ready for the acceleration in the study of food the war had produced. Bread and milk had been the chief subjects of controversy: some wanted wholemeal and some white bread; some wanted compulsory pasteurization of milk, others did not. The bread question had settled down with a compromise, but the Society continued to teach the virtues of the wholemeal loaf. Although pasteurization destroyed the germs and left the food value of milk untouched, the Government still hesitated; if the difficulty was lack of machinery surely some steel could be spared to save life; if the Minister of Agriculture was afraid of offending farmer producer-retailers, the Government should remember that his clients numbered 60,000, but the Minister of Food's clients numbered 40,000,000. No one wanted the producer-retailer driven of out business through pasteurization, which was in any case only a necessary immediate step in the long term policy of clean milk.

THIS WEEK

NOTE THE LONDON BRANCH REUNION AND SALE ON JUNE 19, AT HEADQUARTERS (See page 471)

Propaganda from the Stage

THE revival of 'Damaged Goods' at the Whitehall theatre added the London stage to the various media used for venereal disease propaganda. The scene opens with the doctor emphatically urging his patient, a syphilitic young man, not to marry for three or four years; nevertheless he does marry rather than explain and, in the second act, comes the *denouement* of the syphilitic child and the unforgiving wife. The third act, again in the doctor's surgery, introduces the heavy father (a character study by Charles Carson), vowing vengeance on the man who has ruined his daughter; the doctor asks him to wait and he listens to three of the doctor's patients telling their tale of how they contracted the disease, which converts him to the need to do something to stamp out the evil. Had the play been staged in the costume of twenty years ago, the arguments might have been more convincing. As it is, both plot and actors are hampered by the advance in outlook and in scientific discovery. The mental reflexes of the audience are an unconscious commentary on the attitude which this country still adopts; in the first interval, too embarassed to talk; in the second, exodus to the foyer. The only spontaneous round of applause was for the street walker, who acted neither better nor worse than the others.

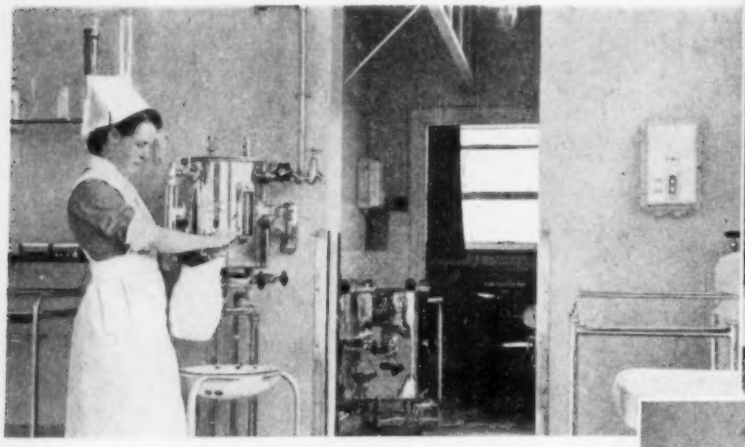
The Air Ambulance

THE good recovery rate of the casualties in North Africa is largely due to the use of air ambulances; 1,500 wounded men have travelled by air from the battle areas to base hospitals. It is good news that the members of the Student Nurses Association have so far collected nearly £2,000 for their air ambulance, eight more contributions of £25 and they will reach the £2,000 target—nearly halfway to the total sum needed for one air ambulance. Cheques received during the last week are from: Guy's Hospital at Orpington, third contribution, £12 10 6d; Leicester Royal Infirmary, £17 10 6d; Royal Buckinghamshire Hospital, Aylesbury, £5 10 0d.; City Hospital, North Liverpool, £7 3 3d. Weeks total: £42 14 3d. Total to date: £1,808 4 9d.

Below: a nurse one day? Miss Macintyre, sister tutor of the Redhill County Hospital, fascinates Middlesex schoolgirls with the construction of the skull

Above: 'Marching on.' United States Army nurses train for front line work in England, which includes handling wounded under combat conditions

Below : *a view of the operating theatre and sterilizing room at the London County Council Sanatorium, Pinewood, where 239 operations were done in 1942*



Above : *washing out a tuberculous pyopneumothorax from above, by means of a thoracoscopic trocar and cannula and an irrigation bottle*

Left : *Monaldi's continuous suction drainage of a cavity in the lung. Note the electric suction pump and automatic pressure regulating the device*

THE NURSE AND TUBERCULOSIS

By W. C. FOWLER,
M.D., Medical Superintendent,
Pinewood Sanatorium, Wokingham

A SHORT time ago a matron of a general hospital wrote to say that she was shocked and surprised that one of her nurses had developed tuberculosis. One can well believe that she was shocked, but she need not have been surprised, because whether a girl is a nurse, a clerk or a teacher she is liable to develop this complaint. It is true that nurses do run a somewhat greater risk of tuberculosis, septic throats and other infections than girls in other occupations, but we now know, as a result of mass radiography, that any sample of 1,000 young women from the general population will, without any apparent ill health or symptoms, contain at least five to eight who are harbouring pulmonary tuberculosis, of which a fair proportion will have active disease. In almost all of these the trouble could not be diagnosed by ordinary physical examination of the chest alone.

Infection and Disease

We also know that, even in those who show no X-ray evidence of invasion or damage to the lungs, a positive tuberculin reaction often shows that infection has already occurred. In a recent investigation the tuberculin reaction was positive in about 70 per cent. to 80 per cent. of a sample of 523 nurses on commencing general training and increased to 100 per cent. during the period of training. Infection is, of course, not synonymous with disease, especially in tuberculosis. Many infected people, as shown by the tuberculin test or even an X-ray, go on to old age and die of senility without ever showing any further signs of tuberculosis of the lung. There is, however, little doubt that the disease is liable to occur sooner or later. When a primary infection occurs in a non-resistant individual, or in one whose resistance has been lowered by factors which we shall discuss later. The disease may also occur in those who already show X-ray or tuberculin evidence of having been infected if circumstances should arise which lower their vitality or they are exposed to prolonged and massive re-infection.

The problems, therefore, may be summarized thus:—

(1) How to maintain a high resistance in general health.
(2) How to avoid infection, especially massive infection.
(3) How to watch for symptoms pointing to any breakdown in health.
(4) How to treat and subsequently rehabilitate those who are found to have developed tuberculosis.

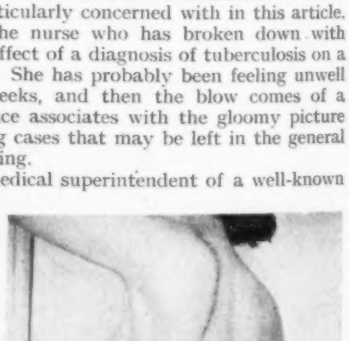
Regarding one, two and three, the London County Council has drawn up a schedule of points to be stressed by sister tutors with regard to tuberculosis nursing, which the medical officer of health of the London County Council has kindly allowed to be reproduced as an appendix to this article. It should be stressed, however, that most of these points also apply to any kind of general nursing as a preventative against other infections, such as streptococcal sore throats, septic fingers, influenza and common colds. It should also be remembered that, in general wards of hospitals are admitted cases of genito-urinary tuberculosis, fistula-in-ano, suppurating glands and sinuses from bone or joint tuberculosis. The discharges from all these may contain tubercle bacilli and are a source of danger equal to tuberculous sputum, except that the scattering of the bacilli is not accentuated by cough as in pulmonary and laryngeal tuberculosis.

The last problem—that of treatment and rehabilitation—is the one that the writer is particularly concerned with in this article. What can be done for the nurse who has broken down with tuberculosis ? The first effect of a diagnosis of tuberculosis on a nurse is often shattering. She has probably been feeling unwell and irritable for some weeks, and then the blow comes of a diagnosis which she at once associates with the gloomy picture of the advanced and dying cases that may be left in the general hospital where she is working.

On the other hand, a medical superintendent of a well-known

POST OPERATIVE RESULT AFTER A 3 STAGE THORACOPLASTY

Patient has been working full time for two years without symptoms. Note the good movement of the shoulder on the affected side and the straight spine in spite of the extensive operation



sanatorium told me that, when in his twenties, tubercle bacilli were found in his sputum, his reaction was, "Thank goodness it isn't a nervous breakdown, because that is what I have been feeling like!" His optimism was justified by the fact that twenty years later he was in perfect health.

But the average student nurse and even ward sister in a general hospital does not know the first thing of what happens to early cases of tuberculosis undergoing sanatorium treatment, or what can and does happen to them afterwards. She sees only the failures and reacts accordingly. The sooner the sick nurse with tuberculosis can be got into the healthy and hopeful atmosphere of a sanatorium the better both mentally and physically. Here she learns not only that she can be cured, but that a useful and interesting field of nursing work is open to her when she is fit. Many nurses, and I regret to say, some matrons, have not the least idea of the good medical and surgical nursing that is now being done in the modern sanatorium or chest hospital. The results in these hospitals, we know, are not so dramatic as the cure of patients with acute pneumonia or appendicectomy, because in tuberculosis we have to reckon progress in months, whereas in the former we reckon it in days: the results are dramatic all the same. Only recently a nurse came into my office to say goodbye after a six months' stay and said, "You know, I came in here to die, and now I just laugh at myself about it all."

Rehabilitation

But getting nurse patients well is one thing. The next thing is how to get them on their feet again as nurses. General hospitals are frightened of taking them back, nursing homes do not want them; private patients would be horrified if a nurse said she wanted half a day off to have her pneumothorax refill. The obvious answer is to staff the sanatoria with them until they are fully rehabilitated, and our experience over ten or more years is that it pays the sanatorium, the nurse and the public authority handsomely to encourage this scheme. The sanatorium gets a better type of nurse than would usually apply for the post, and the patients are nursed by someone who has been through the mill, and who can sympathize and encourage them by her experience, just when they most need practical help and example.

The nurse herself can be carefully watched, X-rayed, stimulated or checked in her activity, as the need may be, by expert physicians. She gets her refills or other treatment without fuss or bother. If she is only fit for two hours, four hours or six hours duty daily, nobody minds so long as allowance is made by the sanatorium authority in adequately staffing the place to prevent overburdening the rest of the staff. This is expensive, but nothing like as costly as keeping nurses on the sick list doing nothing, and so the public purse is really being saved.

At several sanatoria ex-patient nurses are being thus employed. Amongst the staff are those who have had thoracoplasty, unilateral and even bilateral artificial pneumothorax, phrenic evulsion, oleothorax, extra-pleural pneumothorax or just open-air treatment without the above adjuvants. Often the patient has no idea that the nurse who is looking after him or her was, two years ago, a far worse case than himself.

Members of the staff are periodically weighed, X-rayed and examined, every one to three months, according to their needs, by a senior member of the medical staff, and if any sputum appears it is examined from time to time. Any recurrence of a positive sputum is considered an immediate reason for taking the nurse off duty and giving further treatment. Any nurse with a positive sputum, however well in general health, is in need of treatment rather than work.

Treating All Alike

To avoid any question of risk amongst non-tuberculous staff, all crockery and cutlery is sterilized after every meal. By treating all alike in this respect, any feeling of inferiority of ex-patient staff compared with the other staff may be avoided.

Routine blood sedimentation tests should be done, a single reading is of no special value, but a series of two-monthly readings may give valuable indications of increased or diminished potential risk of renewed activity.

During the course of rehabilitation, lectures are given to enable nurses to enter for Parts I and II of the examination held twice a year by the Tuberculosis Association, a certificate of which is recognized by many public authorities as a reason for payment of an additional £5 per year on the nurse's salary.

I must thank Dr. Allen Daley, Medical Officer of Health London County Council, for permission to quote the Appendix and for concurrence in the publication of this article.

Points to be stressed by Sister Tutors with regard to Tuberculosis Nursing

The general theme of the sister tutors' early teaching to students should be that risk of infection from tuberculosis need not be feared providing that: (*a*) care is taken to carry out instructions to prevent the spread of infection; (*b*) every effort is made to build up the resistance to disease by healthy habits and routine; (*c*) any feeling of unfitness or illness is reported immediately in order that it may be investigated. The sister should, as far as possible, explain the reasons for all her instructions to the students.

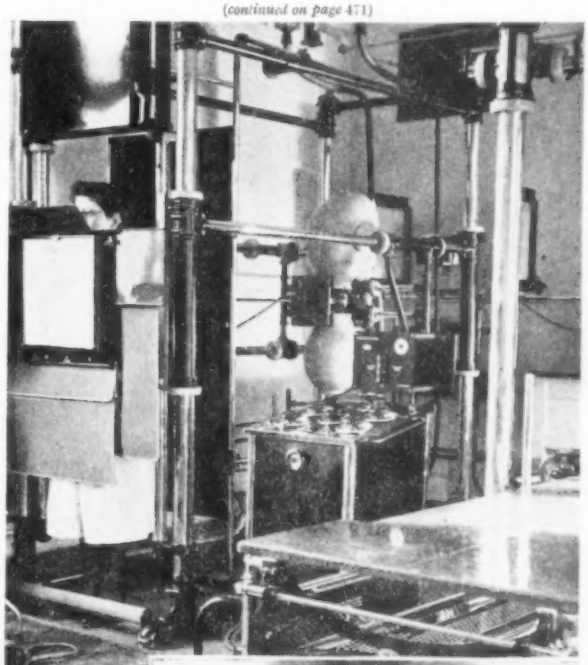
To prevent the spread of infection

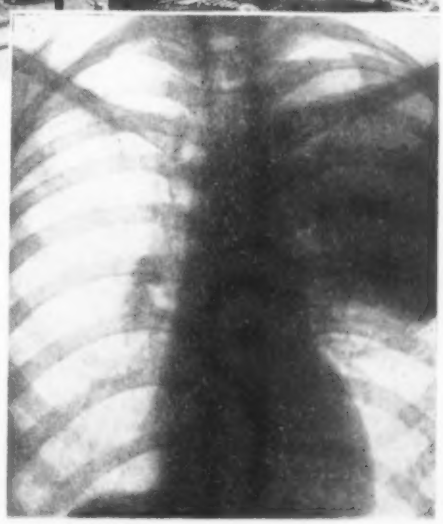
In order to help the student to understand how to prevent infection, the sister tutor should stress that *anything* with which the patient's sputum or saliva comes into contact will probably carry infection. She should particularly emphasize:—

(1) The dangers and precautions to be taken against droplet infection and the use of masks in dealing with certain classes of patients.

(2) The importance of the proper handling of patients' handkerchiefs, periodicals, soiled and dirty playing cards, domi-

(*continued on page 471*)





Above: *the X-ray room. A tomograph, a stereoscopic outfit and Potter Bucky grids are included in the equipment* **Right:** *apical extra pleural artificial pneumothorax later replaced by oil. This nurse has been on full duty for three and a half years. There was a large cavity in the apex of the left lung*

For the Student Nurse

Answers to the State Examination Questions
By the Sister Tutor Section, Royal College of Nursing

MEDICINE AND MEDICAL NURSING TREATMENT

QUESTION 1.—*Describe a case of acute rheumatic fever in a young adult. How may this be treated and for what complications would you watch ?*

Acute rheumatic fever occurs most typically in a young adult, who may have a characteristically fair complexion and who frequently gives a history of a streptococcal infection such as scarlet fever or a sore throat or of exposure to cold or damp causing lowered resistance to infection.

The onset is sudden : the patient complains of all the symptoms of an acute febrile condition such as malaise, headache, anorexia, a furred tongue and constipation, and also perspires freely. The most distressing symptom however is the severe aching pain in one or more joints.

The knees, ankles, wrists and elbows are most commonly affected and may appear red, shiny and swollen : it is characteristic for the pain to leave one joint only to appear in another. The inflammation never proceeds to suppuration and the pain is rapidly relieved by the administration of salicylates.

The temperature is usually raised to perhaps 103°F. and the pulse rate will be increased and may be soft ; the respirations should not be affected in an uncomplicated case.

The febrile condition is usually of short duration if adequate treatment is given, but the danger of cardiac complications prolongs the period of rest in bed for six weeks at least, and perhaps for months if there is any indication of carditis.

Treatment. This entails the immediate enforcing of absolute rest in bed in the recumbent position and the administration of salicylates both internally, and locally to the painful joints. The patient is placed in flannel night clothes and between blankets to absorb the excessive perspiration and to prevent chilling; the drawsheet should be folded to half the usual width. Only one soft pillow for the head is allowed provided this causes no distress in breathing, and relief from pressure must be ensured by the use of an air or water pillow.

The painful joint should be most gently dressed with lint spread with methyl salicylate ointment and then wrapped in wool and supported on a pillow or even splinted gently to prevent any painful movement. A cradle will be required to protect the limbs from the pressure of the bed clothes.

The temperature, pulse and respirations will be taken four-hourly and a 'sleeping pulse' chart may be kept so that any increase in rate due to nervous excitement during the day will be noted. Hot sponging will be required night and morning to remove the perspiration and keep the skin fresh and the patient comfortable, and pressure points will be treated more frequently if necessary, but the patient must be turned and lifted entirely by the nurses with no effort on his part.

The patient must also be fed and the diet at first should consist of fluids only, such as flavoured milk feeds, fruit drinks, jellies and broth, but increasing steadily to a light varied digestible diet as the condition improves. Sufficient fluid must be given to ensure that the mouth is kept clean and moist, and the teeth should be cleaned twice daily, by the nurse. The bowels should be opened regularly and a lubricant or mild aperient only given if necessary. The urinary output must be measured and charted and a specimen tested for albumin.

The administration of salicylates has been found to be the specific remedy for the acute febrile condition and for the joint pains but complications may occur in spite of the apparent response to the drug. Aspirin may be used or sodium salicylate : the dose is usually 20 grains every four hours given with 40 grains of sodium bicarbonate to prevent acidosis. The joint pains are rapidly relieved and the temperature should fall steadily during the next few days. The drug may be stopped to note any effect on the temperature but should then be continued in smaller doses for at least another week.

When the temperature has remained normal for several weeks without the aid of salicylates and the pulse and blood sedimentation rate are satisfactory, the degree of rest is gradually lessened, at first by the addition of one pillow and then another. Then the patient may read for short periods and help to feed himself ; gradually several more pillows are allowed and the patient is propped up on them and allowed to turn himself and help in small ways such as cleaning his own teeth. After each fresh exertion the patient's pulse rate should be taken to note whether it has returned to normal within two minutes as, if not, the exertion has been too great and must not be repeated until a further period of rest has been enforced.

When the patient is really better, massage may be given to improve his muscle tone and at first he is only lifted on to a couch for short periods and convalescence must progress very slowly. Finally an iron tonic and a long holiday will be required.

The chief complication to be watched for is inflammation of the whole or part of the heart. Generalized carditis may occur or myocarditis or endocarditis may cause lasting damage. Pericarditis with or without effusion may also occur. Hyperpyrexia may be present in a few cases ; sweating may be severe, and a relapse with recurrence of the fever and joint pains may occur. Tonsillitis may recur and in younger people rheumatic nodules may be seen or chorea complicate the condition.

Scale of Maintenance Allowances for Persons Suffering from Tuberculosis

The weekly scale of maintenance allowances for persons suffering from tuberculosis in respect of which expenditure will be reimbursed by the Exchequer is as follows :—

Where the applicant (i.e., the person receiving treatment) is a house holder, which for this purpose includes a person living in lodgings, room- or a hostel :—

(*a*) For male applicant and wife, or female applicant with dependent husband (jointly) ... ... 39s. 0d.
(*b*) For male or female applicant where rate (*a*) does not apply ... ... 27s. 0d.
(*c*) For dependants (other than wife or husband) :—
Aged 16 and over ... ... 12s. 0d.
Aged 14 and under 16 ... ... 8s. 0d.
Aged 10 and under 14 ... ... 6s. 6d.
Aged under 10 ... ... 5s. 0d.

Where the applicant is a person living as a non-dependent member of a parent's or other relatives' household, and is receiving treatment at home, an allowance of 25s. 0d. *a week will rank for reimbursement. If such a person has dependants additional payments for the dependants will be payable as in* (*c*) *above. Dependency should be treated as a question of fact.*

The scale rates will be increased by :—

(*a*) subject to the provisions of note (2) in paragraph 20 below, the actual rent payable (including mortgage interest payments and rates) up to a maximum of 15s. per week ;
(*b*) a winter allowance for householders or persons responsible for providing their own fuel of 3s. 6d. a week for 26 weeks from and including the week in which 1st November falls.

The scale rates will be *decreased* by :—

(*a*) the amount of any sickness or disablement benefit payable under National Health Insurance Acts ;
(*b*) the amount of any disability pension or treatment allowance received from the Ministry of Pensions or other public funds wholly in respect of pulmonary tuberculosis, or the excess over £1 a week of any similar payment from the Ministry of Pensions or other public funds in respect of any other disability. (Information about treatment allowances or pensions in payment can be got from the Regional Office of the Ministry of Pensions);
(*c*) the amount of any :—(i) payment received from employer ; or (ii) income from self-employment or occupation
in respect of the period of treatment ;
(*d*) 10s. per week where the patient is being treated in an institution.

RECIPE

The Useful Cod's Head

On a meatless day try a cod's head. These can be bought at 2d. to 6d. each; get a large one. Remove the eyes. Press well open; remove all the inside of the mouth. Well wash the head in cold water; place in a deep pan: cover with warm water and add a teaspoonful of salt. Cook slowly for 10 minutes. Strain.

Carefully remove all the fish. Now the liquor can be made into a nice soup. Taking some of it, add a full dessertspoonful of rice, a large grated onion and a sliced tomato. Cook 15 minutes. Add the rest of the liquor, a tablespoonful of rich milk, some chopped parsley and little bits of fish; or parsley can be omitted, and a full teaspoonful of curry powder stirred in when you add the rest of the stock. Boil a minute or so. This should make enough soup for three persons.

The pieces of fish can be fried in a cheese batter, making a supper dish for two or three persons. Put two heaped tablespoonfuls of plain flour and one of grated, stale cheese into a deep basin with a good pinch of salt and pepper. Mix with milk until like thick cream. Add a teaspoonful of baking powder and drop the fish in. Now take large teaspoonfuls of this mixture and fry golden brown in hot fat. Can be served with chip potatoes.

THE PREGNANT WOMAN IN INDUSTRY

By WINIFRED M. BROWN, S.R.N., S.C.M.

A special clinic for women can give ante-natal care on the premises, saving time, trouble and money : it is ideal for the large factory, but for small factories a group clinic would serve the same purpose

WITH the unprecedented call up of women for war-time industry, many factory managements are finding it increasingly necessary to make welfare provisions for their employees, that they would never have had to contemplate in peacetime. One reason for this is, of course, the greatly increased proportion of married women now working in the factories. Many of them have children but are desirous to increase their existing families, and others are anxious to have babies, despite their war-time duties. Large numbers of industrial workers do, in fact, become pregnant, and it is these women who are creating such an urgent problem for factory managements.

Most obstetric authorities are agreed that it is advisable for women to keep themselves fully occupied during pregnancy, and 'working class' women mostly find sufficient occupation in their household duties. Many of the present day young married women, however, have no household ties. Theirs may have been a hurried war-time wedding ; their husbands are away serving in the Forces ; perhaps they are out of this country. They may have made their homes with relatives, or perhaps they live in furnished apartments. Such women have few household ties and there seems no reason why they should not undertake factory work during pregnancy, at any rate in the earlier months, provided that it is not of a heavy nature, and that they are properly supervised by a medical authority.

A Tranquil Outlook

In my experience, women who have continued to work at a suitable job during preganancy, have appreciated better a thorough rest from the seventh or eighth month and have had straightforward confinements. I am here speaking of the normal woman. A woman who, unfortunately, has some obstetric abnormality in her make up, would experience a difficult confinement no matter what her circumstances might have been during pregnancy. And again, the knowledge that she is earning extra money which is later going to be required for the baby's and for her own needs, undoubtedly helps to give the expectant mother a more tranquil outlook on the future.

At this time the position is a very difficult one with regard to special provisions for industrial workers during the ante-natal period. The maternity departments of the London hospitals are full to overflowing and I know of women who have had to wait about in the ante-natal clinics for hours at a time, before being examined. When it is considered that many of these women are usefully engaged on factory work of national importance, it is easy to realize that much valuable working time is wasted. Particularly this applies when the women are skilled operators, or are part of 'schedule teams.' The total number of hours of work lost, by pregnant women up and down the country must be tremendous.

Nobody blames the hospitals. Everyone realizes how numerous and how large must be the tasks that confront the hospital authorities at this time. The shortage of both medical and nursing staffs, the limited space available in the out-patients' departments in the hospitals that suffered during London's 'blitzing,' the ever increasing numbers of pregnancies which every war brings in its wake ; all of these difficulties surround the hospitals. Where there are only a limited number of beds available for maternity cases, and arrangements for evacuating patients must be made well in advance, it is only reasonable for the hospital authorities to require expectant mothers to report pregnancy as early as possible. But I cannot think that the shortage of beds should be allowed to become so acute, as to make it difficult for women to book for confinements which are not due for six months.

There are women, of average intelligence, who are not aware that they have become pregnant until they have at least missed two periods, whilst others, of a shy disposition, are unwilling to present themselves at a hospital for examination until the pregnancy is well established. There are also numbers of women (particularly multigravidae who have previously had straightforward pregnancies) who, on the assumption that the present pregnancy will likewise be normal, do not bother to visit the antenatal clinics as frequently as they should, thus running grave risks to their own health, and to that of the coming child, But when it is remembered that a working woman has to lose actual wages each time she spends a morning or an afternoon at the hospital, her temptation to 'give the clinic a miss' is more easily understood.

I am fortunate to be associated with an enlightened management of a group of factories, who not only appreciate these peculiarly war-time problems, but show themselves ready to do everything within their power to help to solve them. They have provided the services of a consultant obstetrician from one of the London maternity hospitals, who examines pregnant employees at a clinic held within the works. Here, the women may book appointments to receive regular examinations in the firm's time, and they are assisted to make arrangements for their confinements. Responsibility for the women is undertaken until such time as they leave the firm's employment when they are referred to the hospital or the midwife who is going to 'confine' them, and full records of each case are sent with them. These arrangements have been most successful.

Proper Provision

But is is not every factory management that will be able to sponsor such a scheme. I, therefore, suggest that it lies with the Government to see that proper provisions are made for industrial workers who are pregnant. Where a firm employs large numbers of women, a clinic could be set up for them : or groups of smaller factories might share a clinic.

In the instance of this works' clinic which is already in operation, the local maternity authorities and the London County Council maternity authorities have given their cordial co-operation, and it seems reasonable to suppose that in the case of a factory which is not prepared to undertake full responsibility for setting up a similar clinic, the local municipal authorities might 'loan' the services of a consultant and midwife, if the management would provide a suitable room on the premises.

At such a clinic local employees who wish to be confined in

their own homes would have the opportunity of meeting their midwife early in pregnancy, and if it could be arranged for the doctor and for the midwife to see for themselves what type of work their patients are doing, this would prove of added value.

In order to relieve congestion from the main hospitals, it would be useful if maternity hostels, similar to the rehabilitation and rest hostels for tired industrial workers, could be set up. There must be many industrial nurses, now working in the factories, who have qualified to practise midwifery and, of course, as industrial nurses they never make use of their midwifery qualifications. Many of them might be only too glad to assist actively in getting schemes of this kind into operation. They could undertake to hold ante-natal examinations of patients, in their own factories, and should the Government be willing to set aside a certain number of beds for industrial women in the maternity hospitals, some of them might volunteer to spend a portion of their time at the hospitals to overcome the difficult question of the acute shortage of midwives.

In order to complete an industrial midwifery scheme such as I have outlined, it would be necessary to encourage women who have been delivered of their babies, to report back to the works' clinic for post-natal care and advice and further, when such women desire to return to work at the factory, to provide them with a day nursery where they leave their children to be cared for.

GENERAL NURSING COUNCIL FOR ENGLAND AND WALES

THE historic first meeting of the new Assistant Nurses Committee will take place on June 11. Dame Ellen Musson, D.B.E., R.R.C., LL.D., chairman of the General Nursing Council, gave this date at the Council meeting on May 28. At the same time the Council considered the personnel of the Committee. As reported last month they had deputed the Chairman and Vice-Chairman to select names of members for election as their representatives on the Committee. In drawing up this list, said Dame Ellen, they had aimed at a balanced Committee, but they had not then seen the Minister's list which arrived on May 27.

Their own suggested list was as follows :—Dame Ellen Musson, Miss Smith, Miss Burgess, Miss Campbell, Dr. Macaulay, Miss Pearce. She had allowed her own name to be included, said Dame Ellen, only because she felt her long experience in drawing up rules would be useful in the beginning ; not because she thought she would continue on the Committee for the full term. They suggested Miss Burgess as matron of a municipal hospital with wide experience of the work; Miss Campbell as having experience as matron of a fever hospital and also having been connected with the Civil Nursing Reserve and the London County Council ; Miss Pearce had experience in the drawing up of a syllabus of work ; Dr. Macaulay as a most suitable non-nurse member.

The Ministry's List

The Ministry's list was: Miss R. Dreyer, Public Health Department, County Hall, Westminster ; Miss L. Snowden, Essex County Council, Chelmsford ; Mrs. W. L. Forde, Wordsley Emergency Hospital, Stourbridge, Worcester ; Mrs. Henry Brooke, Woodpeckers, Bracknell, Berkshire.

The first three, said Dame Ellen, were all State-registered nurses ; the fourth was, she understood, the wife of the M.P. for Lewisham and a member of the Council of the Queen's Institute of District Nursing. The fifth name was not yet available but would probably be that of a practising assistant nurse. The Council would notice that the Minister had nominated Miss Dreyer, and their own list included one of her assistant matrons. Miss Pearce asked if Miss Burgess knew this. Dame Ellen said she believed she did. The Council then unanimously appointed as their own representatives on the Committee the list Dame Ellen and Miss Smith had submitted.

The next letter was one from Mrs. Whitehurst, relinquishing with much regret her membership of the Council as, owing to pressure of other work, she had little time to give to nursing work and the work of the Council. Dame Ellen invited the other members to send nominations to fill the vacancy not less than 10 days before the next meeting of Council. Although they were not bound to follow the principles laid down for the first Council and elect a new member 'to represent the same interests as those represented by the vacating member,' they ought, perhaps, to remember that, when elected, Mrs. Whitehurst was a matron in the provinces. Members would no doubt wish her to say that they accepted Mrs. Whitehurst's resignation with regret and to thank her for her services on the Council.

The next item was a letter from the Ministry of Health referring to visits by Ministry officials to the Council's offices to discuss their staffing and methods of work. These visits, said Dame Ellen, arose out of their application for a second Assistant Registrar—an application which as members knew, had been granted.

This letter called for two remarks, said Dame Ellen. Their accommodation was strictly limited in view of the expansion to be expected in the Register of Nurses and would only suffice for a period. Secondly, when Dame Ellen was at the Ministry she was told that the 'report' mentioned in the letter was 'highly complimentary,' and these words were used twice, though they might not gather this from the letter. Miss Cox Davies, seconded by Miss Dey, then proposed, and the Council heartily agreed, that the staff be congratulated.

Arising out of the list of absent members, the Council was sorry to learn that, owing to an accident, Dr. Macaulay had injured his leg, but was now recovering. Members sent him a message of sympathy.

On the recommendation of the Finance Committee, the Council approved the allocation of various sums including that of £10,000 for examiners' claims and examinations accommodation.

The Registration Committee recommended and the Council approved (1) 16 applications for approval of registration ; (2) 413 applications for reinclusion in the Register from nurses who had previously failed to pay their retention fees ; (3) 10 applications for duplicate certificates of registration (five had been lost owing to enemy action, and duplicates would be issued without payment of fee) ; (4) 29 applications for duplicate badges.

Educational Matters

The Education Committee recommended and the Council provisionally approved for two years or for the duration of the war if less :—

(1) City of York General Hospital as a complete training school for male nurses from May 28 ; (2) the following schemes of affiliation from May 28 ; (*a*) Richard Murray Hospital, Blackhill, Co. Durham, with the Royal Infirmary, Sunderland ; (*b*) Royal Cancer Hospital, London, with Croydon General Hospital. The Council also extended for a further two years, or for the duration of the war if less, the provisional approval of (1) St. Mary's Hospital, Eastbourne, as a complete training school for general nurses from February 24 ; (2) the following scheme of affiliation (*a*) Savernake Hospital, Marlborough, in affiliation with Radcliffe Infirmary, Oxford, from April 25 ; (*b*) Melksham Hospital with Salisbury General Infirmary and Bristol Royal Hospital from May 24 (*c*) Hawkmoor Sanatorium, Bovey Tracey, with Royal Cornwall Infirmary, Truro, and City Hospital, Plymouth, from May 23 ; (3) Southend-on-Sea Borough Sanatorium as a complete training school for fever nurses from April 23. Following an application from a nurse trained at Crichton Royal Institution, Dumfries, approved by the General Nursing Council for Scotland, who sought permission to enter for the examinations held by the General Nursing Council for England and Wales, the Council temporarily approved the Institution as a complete training school for mental nurses for the purposes of the application.

The following pre-nursing courses received the Council's approval : (1) a two-year part-time course at Wavertree Senior Evening Institute, Liverpool ; (2) a whole-time course of five terms at King Edward VI Grammar School for Girls, Louth ; (3) a one-year whole time course at the North London Collegiate School, Canon's Park, Edgware.

The Preliminary and Final Examinations had been held in April. Here Dame Ellen gave the following figures : Passed Preliminary both parts : first entries, 3,356 ; re-entries, 110. Part I, first entries, 705 ; re-entries, 573 ; Part II, first entries, 916 ; re-entries, 295. Final : General, 3,320 ; male nurses, 17 ; mental nurses, 57 ; mental defectives' nurses, 3 ; sick children's nurses, 160 ; fever nurses, 451. Total 4,008—which was the highest total they had ever had.

In addition, 12 prisoners of war—11 from Stalag 20a and one from Stalag 21d had sent written papers. With one exception all the men had passed in the written part. Of these, eight were from Australia and three from this country. The eight from Australia were members of an ambulance corps.

Teachers of Nurses

There were also two more items, said Dame Ellen. They were charged with the duty of laying down the qualifications for teachers of nurses, and it was also necessary to make some rules for guidance in compiling the list of existing nurses who had failed to register before 1925, provided for by the recent Act. The Council referred these matters to the Education and Examination Committee and the Registration Committee respectively.

The Disciplinary and Penal Cases Committee reported that the Council's solicitor had been instructed to take action against two persons who had falsely represented themselves to be registered nurses.

On the recommendation of the Mental Nursing Committee, the Council granted provisional approval to Botleys Park Colony, Chertsey, as a complete training school for male and female nurses for mental defectives for two years from May 28 or for the duration of the war, if less ; they also extended the provisional approval of Stoke Park Colony, Stapleton, Bristol, as a complete training school for male and female nurses for mental defectives for a further two years from July 25 or for the duration of the war if less.

The General Purposes Committee had received 8,773 letters in the office between April 5 and May 8 and had despatched 6,559 ; interviews had numbered 268 and 66 permits for the registered uniform had been issued. The revision of the scale of salaries payable to staff was considered *in camera*.

The Council also considered the staff required for the compilation in accordance with the Nurses Act, 1943 of (*a*) the Roll of Assistant Nurses and (*b*) the List of Trained Nurses. Miss Pearce suggested that candidates should have temporary appointments as there would be a better choice of staff after the war. Mr. Walton said the field was limited at the present time and many would be liable for national service. Dame Ellen, however, said that such a *proviso* would greatly hamper the Registrar in her choice at the present time. Moreover, they had put it to the Ministry that they must have consideration and this had been agreed. The Council then decided that the requisite staff be appointed subject to the sanction of the Minister of Health. The offices will be closed for Whitsun on Saturday, June 12, and Monday, June 14.

Finally, the Council considered the dis-

(*Continued on page 471*)

IN PARLIAMENT: second reading of the Nurses (Scotland) Bill

THE Nurses (Scotland) Bill passed its second reading in the House of Commons last week and will now go forward to the committee stage. The Secretary of State for Scotland moved the second reading.

The Secretary of State for Scotland (Mr. T. Johnston): A week or two ago this House unanimously approved of a Nurses Bill for England and Wales. The main object of that Bill was to protect the public and the nursing profession from unauthorised and semi-qualified and unqualified persons who were using the title of "nurse." The Act of 1919, sometimes called "The Nurses' Charter," provided for the State regulation of duly-qualified nurses, but made no provision for the regulation or the use of the designation "nurse" by unqualified persons. More than 20 years have elapsed since the passage of the Act of 1919. By the efforts of a previous Administration two Committees of Inquiry were set up, one the Athlone Committee, so-called because its chairman was the Earl of Athlone, and the other the Alness Committee, so-called because the chairman was Lord Alness. These Committees were set the task of seeing how far they could protect the public and the nursing profession from the unauthorised use of the word "nurse" by persons who were not qualified to use it.

The Athlone Committee took evidence that there was a large body of women, varying greatly in age, skill and experience, who were neither trained as nurses nor were in training as student-nurses, but who were engaged in nursing. The Athlone Committee took the view that so long as these assistant nurses worked under supervision in hospitals their employment was of advantage to the community, though sometimes their uncontrolled employment outside constituted a definite danger to the public and tended to lower the status of the whole nursing profession. The Athlone Committee were satisfied that far from imperilling the status or the economic position of the State-registered nurse, her position would be more assured if the assistant nurse status were defined and recognized and if at the same time steps were taken to protect nurses in both categories.

On the other hand, the Alness Committee took an entirely opposite view. They were informed that the number of these assistant nurses in Scotland—at the time when they took evidence, which was in about the year 1938—was negligible, and they were advised and came to the conclusion that the recognition of assistant nurses would tend to lower the status of the profession and would not be in the public interest. They felt that the creation and the recognition of a sub-standard grade of nurse at the lower salary would in the end tend to deteriorate the position achieved under the Act of 1919 by the State-registered nurse. It is an argument based on the old Gresham law that the lower tends to drive the higher out of business. They were unanimous in that view.

To Prevent Flooding

The Government were then faced with this difficulty, that the English Committee had recommended the recognition of this assistant nurse grade and the Scottish Committee were unanimously against it. The Bill recently passed in this House for England and Wales was on the basis of the recommendations of the Athlone Committee, and immediately that Bill was passed I had to make representations to the powers-that-be in the nursing profession in Scotland that a new situation had arisen. When the Bill for England and Wales was passed, when the use of the word "nurse" was forbidden to certain low-standard categories here, if nothing were done in Scotland, obviously we should be flooded from the South of the Border by these low-standard and unrecognised nurses. I asked Lord Alness to get his Committee together and I met them and ascertained from them that they still stood by the terms of their report, and the evidence they had received that the recognition of these sub-standard nurses would be detrimental, in the long run, to the State-registered nurse. Finally, I persuaded them with reluctance—the Alness Committee and others interested in the nursing profession in Scotland—to agree to a compromise, that if we would recognize in a Scottish Bill a grade of assistant nurses, we would only recognize it for a period of five years. That would give the situation which was blowing up as a result of the extra training of nurses due to war time to settle down, and it would prevent the irruption into Scotland of unqualified nurses to the detriment of the nursing profession there.

Therefore the first point that I should like to make to the House to-day is that in Clause 2, Sub-section (3), they will find a variation from the terms that the House approved of in the English Bill. The English Bill agreed to the recognition in perpetuity of these, what I call for short, sub-standard or assistant nurses, whereas in this Bill

"Unless Parliament shall hereafter otherwise determine, nothing in rules made under this Section shall enable a course of training begun after the expiry of five years from the commencement of this Act to qualify any person for admission to the roll."

There is the distinction and the difference between the two Measures. That is the first divergence from the English Bill.

Another Divergence

There is another divergency, however, to which I ought to invite the attention of the House It is in Clause 14, and may I say that there has been some controversy on Clause 14 as to whether, as the Clause is phrased and framed, it is not too wide? On the other hand, there have been strong representations made to us that it is not wide enough. I propose very briefly to state the reasons which actuated us in giving power to the General Nursing Council to frame rules under which they may, in appropriate cases, give a remission in the period of training—(*Interruption*)—it is the period of training only. I am glad my hon. Friend put that. I will come to it in a moment. They may give a remission in the period of training only in appropriate cases, as they may think fit, to nurses who are studying or propose to study for the full certificate under the 1919 Act. Why should we ask for this at all?

The Royal College of Nursing, I must say, so far as I know are very largely opposed to the clause as we have drafted it, but the Royal College of Nursing themselves took a sample of what they called 1,031 of the nurses who are, or will be in this assistant nurse grade in Scotland, to find out what their experience was and to find out what the facts were about them. Of these 1,031 they discovered that 860 of them had already begun their period of State training to become fully qualified nurses, that 681 of them had had more than a year's training for the position of a State-registered nurse, and that, as a matter of fact, 47 of them had actually passed their preliminary examination, gone through the lectures and all the rest of it. We are urging as many of them as possible to get out of this assistant nurse grade. We say "Do try to qualify yourselves for the full State registration, for the full salary, the better status and standard." These girls say to us, some of them at all events. "Very well, but here is our position. Some of us have sat for the preliminary examination once and have failed. We have gone through the hoops of the training for it, we have attended the lectures, we have worked as student nurses at the low salary. Does this mean that you are going to ask us now to begin at the beginning, *de novo*, and go through the preliminary stage again before we can sit again for our examination?"

I think there is substance in the case put by those girls. Why should they go back to the lower standard of salary? We are urging them on to qualify for the higher standard. We are not disturbing the conditions of the examination. It is the same examination for everybody, but we say that it is right and reasonable that if a girl has gone through one year, or a year and a half or two years' preliminary training, has attended her lectures, she should have some remission in the period of training if she intends to sit for her examination again. Not only have some girls sat for these examinations and failed. Some of them have not sat for the examination at all. Some of them got married and are now back in nursing. Is it reasonable, is it just, that they should be asked to start *de novo*, go to the bottom of the class, so to speak, and start again? Of the 1,031 samples taken by the Royal College of Nursing, 634 had more than one year's student training, and had in addition sometimes three years' experience in a State hospital. We cannot ask those girls to go away back and begin again at the lower standard of salary and go through their lectures and so on again, that is, if we want nurses, and nurses are vital to us at this moment. (*Interruption*). Yes, as a matter of fact, I think there will be double these figures. We have over 2,000 of them. But the Royal College of Nursing itself—it was not our test but theirs—discovered that there were those figures of girls who had gone through the preliminary training to the extent of a year or more.

Mr. Lipson (Cheltenham): Was this matter considered when the English Bill was framed, or was it considered as a result of objections to that Bill?

Mr. Johnston: I would not like to answer for the English situation. I have enough troubles of my own.

Mr. Maxton (Glasgow, Bridgeton): What are the girls doing now? Are they in hospitals?

Mr. Johnston: Yes, many of them are in emergency hospitals now. In reply to my hon. Friend the Member for Cheltenham (Mr. Lipson), I would point out that conditions are different in Scotland from what they are in England. They have been different since 1938. The evidence that was tendered to the Athlone Committee showed that a large number were qualified as assistant nurses in England, whereas in Scotland there were only 250. It is only since the war that this problem has arisen with us.

Mr. Lipson: Will my right hon. Friend make it clear that he is not setting a lower standard for Scotland than that for England?

Mr. Johnston: That is what I am trying to make clear. Please let me continue. We are not interfering one whit with the standards of examination. They have precisely the same standards of examination as those for student nurses. The only concession offered in Clause 14 is a remission of the period of training. It is absolutely vital that the General Nursing Council should have power to fix a remission in the period of training, for good cause shown.

Commander Sir Archibald Southby (Epsom): With regard to assistant nurses who are recognized in England but who will not be recognized in Scotland if they go there, will it be possible for them to go to Scotland and take the full training which will qualify them for work in Scotland, and then get employment. If not, what will become of them?

Mr. Johnston: Certainly, there is complete reciprocity between the two sets of assistant nurses. I hope that if there are some who come to Scotland to get posts in hospitals as assistant nurses, the same terms and conditions will be applicable to them if they will be good enough to struggle and strive to qualify.

A Sudden Rise

Mr. McNeil (Greenock): Why did the Alness Committee's Report find only 250 nurses of a sub-standard who had initially started training for a State registration course, while the Royal College of Nursing discovered 950 in what they describe as only a sample? From where have the sudden additional figures come?

Mr. Johnston: The answer is that the Alness Committee took its evidence in 1938, and that since 1938 there has been such an addition to the nursing profession that, obviously, the numbers of nurses known to the Royal College of Nursing have been greatly increased. The profession has been very badly organized, and it has been very difficult to get precise figures of any kind. I am only saying that the Royal College of Nursing figures themselves disclose these numbers to us. We are urging the nurses who can sit for these examinations to go on and do it. I trust that every effort will be made to encourage these girls. I think it is wrong for girls to be condemned to a sub-standard grade in the profession all their days and given no encouragement—in fact, given great discouragement, because if they have to start *de novo* they come down to the student nurses' grade in salary. It is preposterous

that we should do anything, in these days especially, to discourage girls who are willing to train themselves for the higher grades of the profession. All we ask is that the General Nursing Council shall have power to make these rules. There is no deterioration whatever in the standards of examination. Once this rule is passed by the General Nursing Council, it has to be approved by the Secretary of State for Scotland, and it has to be laid on the Table of this House. More than that, under the principal Act these regulations of the General Nursing Council in Scotland have to be discussed with the General Nursing Council in England. Every possible attempt is being made to secure reciprocity. I am not wedded to the precise words in Clause 14. I propose, in the Committee stage, to suggest that the words:

"or have undergone training in order to such enrolment."

might with convenience be deleted—although there are disadvantages in that also. I can appreciate the views of the assistant nurses who have already gone through the hoops of training, and who think that they alone should get the benefit of the proposed regulations. I can understand apprehension being excited by the words in the clause empowering the General Nursing Council to make some remission in the training period of a nurse who has undergone no period of training as a State-registered nurse. It may be possible to secure the object we have in view by making it clear that the Clause will apply to women who have been admitted to the roll of assistant nurse and who have at some time undergone training for the State register.

There are other steps which will be required to make sure that we have adequate nursing facilities in Scotland. We have adequate beds, we have first-class hospitals now, but we are short of nurses. We are short of nurses for tuberculosis, for example.

Mr. Maxton: You are also short of hospitals for tuberculosis, also.

Mr. Johnston: No, we have plenty of beds.

Mr. Maxton: Beds in general hospitals?

Mr. Johnston: We can make arrangements in some of our emergency hospitals if we get an adequate supply of nurses.

Mr. Maxton: Does the right hon. Gentleman do anything with the local authorities to destroy the practice of mixing tuberculous patients with the ordinary patients in the general hospitals?

Increasing Training Facilities

Mr. Johnston: Will the hon. Member let me get on with this point first? I know that there are a number of difficulties. I say only that we have, by and large, a sufficient number of beds, that we can treat tuberculous patients in them, and that we have made arrangements to provide beds in our emergency hospitals without interfering in any way with the right of local authorities to run their own hospitals. We are discussing with certain voluntary hospitals how we can affiliate for training purposes some of our splendid emergency hospitals and rotate through two or more of these hospitals student nurses in the course of training. I would like to see more hostel accommodation, girls living out more than they do and less of the barrack room system. I would like to see, if possible, encouragement given by bursaries, educational training and otherwise. I am not sure we shall not have to do something about the age at which a student must start.

The question of salaries and the differences between Scotland and England is a long and elaborate calculation, but I can say that not all the advantages are in favour of England. The staff nurse, for example, in Scotland starts at £100 and in England at £100, but in Scotland she goes up £10 per annum to £140 after four years, but in England she goes up only £5 per annum to £120, so that the Scottish nurse is £20 up during the fifth year. Then the advantage declines, but it takes eight years before there is equality between the two nurses. There is time after eight years for us in Scotland to make certain that the two maxima are equated. In the meantime it is of the utmost importance that the lower stages should be such as to attract Scottish girls into the profession.

These, in the main, are the two points of difference between our Bill and the English Bill. The English Bill is bound to be on different lines from ours. The conditions are different, and I hope that after the explanation I have given on the two Clauses that we have had to vary from the English Bill, the House will see its way to give a general concurrence to the idea in this Bill and leave us to the Committee stage to see how far we can get agreement on these two vital points.

Mr. Mathers (Linlithgow): I rise for a few minutes in order to welcome this Bill and to thank the Secretary of State for introducing it. The very full explanation he has given of the differences between this Bill and its English counterpart has been, I am sure, very much welcomed by the House. We wanted to have clearly put before us the reason for these differences. The limitation that is placed upon the period of qualification for this lower standard is a wise one. It will be within the competence of the House when the end of the five years is reached, to extend the period if our expectations in that regard are not fully realized. It was, because of these differences, inevitable that there should be a separate Bill for Scotland and we are glad to have the opportunity of dealing with it. As the right hon. Gentleman says, the principal reason for the Bill is to give a proper standing to the assistant nurse position and to provide for the regulation of the arrangements in that connection. The Bill and what flows from it will place further considerable responsibility upon the General Nursing Council for Scotland, and I am sure that that influential body will be glad to work the arrangements and set up the necessary standard in a way which will redound to the benefit of the nursing profession. As the Secretary of State has said, nurses are very important people indeed, especially in these days when we are becoming more and more conscious of the importance that health plays in the life of our country, and the establishment of proper arrangements in respect of the training of nurses certainly should take a very prominent part in our consideration of the matter. . . .

I have had, like other hon. Members, expressions of concern on the part of those who are interested in Clause 14, which the right hon. Gentleman has indicated he will be willing to modify when we come to the Committee stage. All the apprehensions that I have had expressed to me in this regard are apprehensions that we might more profitably deal with in the Committee stage, and I propose to leave them until that time. The Secretary of State has given us an indication of what is in his mind on this matter, and I am sure that we shall go into it more fully when we come to deal with the Clause in the Committee stage. . . .

Immediate Steps Needed

Mr. Francis Watt (Edinburgh, Central): When the Bill connected with English nurses was passing through this House, I was approached by the senior members of the Royal Infirmary of Edinburgh and also the Glasgow and Edinburgh branches of the Royal College of Nursing to see what was being done by the Minister with regard to the position of nurses in Scotland. I am glad to say that I found the right hon. Gentleman had the situation well in hand but his difficulties, which have not been confined to one sphere of legislation alone, were increased by the fact that a Committee which had investigated the matter had come to a decision somewhat different from that which he has just announced. Nevertheless, I think the Minister has produced a Bill which, from the general point of view, is admirable. There is no doubt whatever about the present shortage of nurses in Scotland; equally there is no doubt that, that being the case, it is in the public interest that immediate steps should be taken to remedy matters. The Minister, as head of the Health Department for Scotland, has that responsibility and with his usual thoroughness he has taken the matter in hand.

Another question, however, which has to be faced is this: how is that shortage of nurses to be made up? It is inevitable that the ordinary course of nursing apprenticeship, if I may so put it, must receive some modification and that whatever happens, the standard of nursing must not be reduced. It is no good bringing into the profession nurses who are not up to the existing standards. What the Bill proposes to do is, first, to create a body of assistant nurses. I understand such nurses must pass a proper examination set by the General Nursing Council, and while I find difficulty in seeing how people who have not done the full course of nursing can pass this examination, I feel that if that is to be the test, and the matter is left in the hands of the General Council, there need be no apprehension. At any rate, I do not think the Minister can deal with the matter in any other way. But there is another proposal in this Bill which is creating difficulty. It is proposed that the number of State-registered nurses should be increased and in order to give effect to that increase, Clause 14 has been put into the Bill. As I said at the beginning of my speech, I was consulted by the Glasgow and Edinburgh branches of the Royal College of Nursing particularly with regard to this clause, and I told them that they would be able to interview the Minister in Edinburgh. They did so and I hoped, knowing the Minister's fairness and tact, that he would be able to find some way out of the difficulty, so that this clause would not trouble us any longer. Since then I and other Members have received letters mentioning that this consultation had taken place, but pointing out that apprehension was still felt about the effect of this clause.

One does not wish, on Second Reading, to go into unnecessary details, but at the same time this clause will require to be looked at very carefully, and it will probably require considerable revision when we get to the Committee stage. Personally, I cannot agree that the clause is a good one; it is badly framed, and I do not think it is clear in its results. I am not at all sure whether a better way out of the difficulty, having in mind the fact that we must maintain the standard of nursing, would not be to put the whole matter, without qualification, into the hands of the General Council and leave it to them to say who will be given facilities for coming into the profession as fully registered nurses, after a shorter period of training instead of trying to limit it to people who happen to be assistant nurses. As I say, I am not at all sure whether a better result would not be achieved by treating the matter broadly and leaving the question of how the reduction of the period of training is to be made, in the hands of the proper authorities. As the clause stands it is imperative that there must be such a reduction. There is no option for the Council but to make a reduction. I have no doubt that the Minister will, as usual, give consideration to the views of the people who feel that they are affected, and I hope he will see what can be done to overcome the difficulty. I leave the matter there, having indicated that I still think that the College of Nursing has definite grounds for apprehension. . . .

Mrs. Hardie (Glasgow, Springburn): . . . For a very long time I have been interested in the conditions and wages not only of nurses, but of women in industry generally. I do not think the nurses have anyone to thank for improving their conditions. It is only the fact that we are not able to get enough of them that has resulted in this House or anyone else doing much to improve their conditions . . .

It is the law of supply and demand which has resulted in nurses getting some measure of justice. I have heard to-day that at the time to which I refer [1938] there were some 250 women in the nursing profession who had not qualified as State-registered nurses. I do not know why the number should have gone up so much since then. I am beginning to wonder whether the standard of education is deteriorating, because we now find that a large proportion of the girls who go in for their examinations do not pass. I suggest that the Secretary of State should look to that point instead of lowering the standard for the nurses. . . .

I say frankly to the Secretary of State that, although it may have been necessary, I am very disappointed that this Bill should have been brought in so quickly before we have decided whether we can get a larger number of nurses as a result of the improved conditions and wages that are being offered. I do not like to see the Scottish Secretary so slavishly following the English Minister of Health in bringing forward legislation. . . It was rather misleading to suggest—and it was suggested by the sponsors of the English Bill—that this was a Bill to regulate and to prevent unqualified women from acting as nurses. It will not protect the public at all from the unqualified nurse for it regulates the assistant nurse and gives her the standing of a nurse. It may be true that some parts of nursing do not require such a high standard of training and qualifications as other parts, such as, for instance, the treatment of chronic cases. It is difficult to get people to go into hospitals for chronic cases, because that type of work is not so interesting as the care of cases where there may be a cure. I can understand the joy that a nurse or doctor has in looking after somebody who may be cured and seeing him walk out of the hospital better than when he came in. There is hopefulness in that kind of work. In hospitals for chronic cases, however, the work is uninteresting, and although it may be very altruistic it becomes tiresome. I can, therefore, understand the feeling of a nurse who does not want to go into a chronic hospital. The nurse for that type of work is the woman with a high standard of altruism, which was characteristic of the nursing profession in the older days and the difficulty will not be remedied by this attempt to bring in a sub-standard nurse.

A Depressing Project

We may be forced into having this measure because we do not know how many nurses we may need during the war. If Europe becomes a shambles we shall want all the nurses we can get, whether trained or not. There seems to be a tendency to think that in future we are going to have hospitals all over the country with armies of nurses and doctors. That kind of prospect fills me with despair because I regard the appalling amount of ill-health that exists in the world as quite unnecessary. Any doctor will tell us that about 90 per cent. of the children who are born are born healthy and, given fair conditions of housing, food and so on, there is no need for this tremendous amount of ill-health. . . . I do not think we shall need such a tremendous number of nurses when the war is over as we improve housing and working conditions and teach people how to keep healthy. Much of the bad health now is due to bad conditions and the fact that

people do not know how to keep themselves well.

I have spoken, so far, from the point of view of the nurse who is rather afraid of this dilution of her industry. She feels that at a time when she is secure with fairly decent wages and conditions, we are going to bring in nurses of a lower standard which will lower the standard of the profession. There is a necessity for well-trained and intelligent women in the nursing profession because there have been great developments in treatment. The nurse to-day has to be a much more skilled person than she was in the old days, better treatment and all kinds of new treatment having been introduced in which the nurse has to be experienced. To lower the standard at such a time is a mistaken policy. . . .

There is fear in the nursing profession about Clause 14. I do not take any exception to the spirit of it. I think that it is one of the most hopeful things with regard to the assistant nurse that she is to be provided with a ladder from which she can climb from the lower to the higher grade if she has ability and desires to do so. I am glad that the Secretary of State has decided to look into this clause and see whether he can make it more acceptable to the nursing profession. I like the idea that if a student nurse is not successful in her examination or has not had the educational advantages that some of the other girls have had, she is not to be barred for ever from stepping up into the higher grade. . .

Mr. McNeil (Greenock): It gives me a rather uncomfortable feeling to have to differ so sharply from my hon. Friend the Member for Springburn (Mrs. Hardie). I feel she does a disservice to this profession for whom she has already done so much work and for whom we all know she has a very high regard, when she talks of this Bill introducing an element of dilution. Indeed—I am sure I will not be misunderstood—I feel that the Secretary of State himself did not help matters when he chose this word "sub-standard" to describe this type of nurse. I know there are great difficulties here and that much thought has been spent by the Council to find the right description, but I think from the point of view of the profession and the confidence of the public, we should stick rather closely to the word "assistant nurse" and leave it at that. They are not half-trained nurses; they are certainly not dilutees. I think the Member for Springburn does herself less than justice when she talks about this dilution, which inevitably means the introduction of a new element into the profession, whereas the problem the Secretary of State has to solve is how to protect his patients and organize his industry from an unorganized element which arithmetic has driven him to accept, and, therefore, unlike my hon. Friend, I am not at all disappointed at the conversion of the Secretary of State to which she referred. It is not a position any of us accepted with any great glee, but if we were to be realistic about the situation, then we had to have a Bill more or less of this character.

Not Necessarily Bad

I am concerned because I seem to see a conflict in the two substantial departures which my right hon. Friend has made in the Bill. . . . I do not necessarily think that to follow an English example is necessarily bad. We should not immediately conclude that because it is an English Bill it is not a good Bill. I, like others, am glad of Clause 14. This clause, I feel fairly certain, will give a stimulus to the assistant nurse and also will give some kind of professional dignity to this grade. At any rate, I am certain that my hon. Friend who has just spoken is quite right when she says that it is good business and just and encouraging that women in the profession who have already given some service should have that service recognized and be left a device by which they can raise themselves. . .

But, unlike any other speaker in the Debate, I think this clashes sharply with the other difference between the Scottish and English Bills; that is, Clause 2. I dislike Clause 2 exceedingly and urge on the right hon. Gentleman that he is in a not negligible measure jeopardising the success of his efforts. This sub-section provides that, unless Parliament decides otherwise, this grade of assistant nurse ceases to have new entrants in five years' time. Several speakers seem to have assumed that it meant the end of the assistant nurse. I cannot see how that can be. Having created your assistant nurse, you must allow her to retain her status, and therefore you must retain your roll, and you must also retain your grades, but I take it that the Secretary of State is saying to the girls of Scotland, as he said in the conclusion of his speech, "Here is a difficult war-time situation. We have patients, we have hospitals, beds, we have equipment, we have not got nurses. Come in on this professional status of assistant nurse," and then, under the sub-section he says, "But don't forget this is a rump profession, a profession I hope to see disappear." It is a profession that by this qualification we admit is a second best and a very poor second best. My hon. Friend quite properly sees the opportunity and says, "It is a very close second best." On the assumption that this is necessary, it will continue to be necessary. I say that although the hon. Member thinks it is undesirable. I think it is essential, and I think the Secretary of State thinks it is essential. I think the hon. Member is in a sense jeopardising the success of this regrading attempt.

Previous Members in this Debate, and in the Debate on the English measure, pointed to the high standard of education needed to get a satisfactory entrance to the top grade of the profession just now. One of the necessities for accepting this assistant grade lies in the fact that there are, once you have deducted your teaching quota, insufficent girls coming from our Scottish secondary schools to-day to meet even recruitment needs.

No Keen Research

The last speaker said that she hoped to see the great need for hospitals disappear. So do we all, and not one of us would disagree with her sentiments when she says that we ought to transfer our energies to the positive aspect of health and teach the people how to live. I hope we are going to do that, and that it will have an effect upon those who are still at school, but we still have with us other generations of those who have not had that instruction, and so I say that in spite of the development of medical science which some of us anticipate and many of us hope for that within the next 30 or 40 years, we can expect no diminution in the number of beds needed and the necessary professional attendance. That, I most seriously argue, rather disposes of the need for this sub-section. I am going to make a concession to the "diehards" of the Alness Committee. I know privately that the Secretary of State does not accept the opinions held by the Committee, but I am afraid, despite the tributes already paid to them, it is to be feared that they made no very keen research into the arithmetic of even the 1938 situation.

Shortly, if there is to be this continued need, the Secretary of State should not jeopardise his scheme by stigmatising this new grade of nurses as a war-time rump profession. . . .

Sir Henry Fildes (Dumfries): I rise first to thank the Secretary of State for the concession he has made in regard to Clause 14, in saying that before we reach the Committee stage he will look into the matter very carefully and see if the way is clear to meet some of the representations which have been made to him. . .

Commander Galbraith (Glasgow, Pollok): I would like to allude in the first place to certain remarks made by the hon. Lady the Member for Springburn (Mrs. Hardie), and I would like to agree with her very whole-heartedly in the matter of pay and conditions of the nurses, which for far too long have been far less than they deserve, and I do not know that even now they are sufficently high for the amount of work, the amount of training and the amount of responsibility which nurses take on their shoulders. But when the hon. Lady came to speak of the Bill as not regulating the nursing profession, then I parted company with her, because it seems to me that that is one thing that this Bill does do. As I understand the situation at this time, it is that we have a considerable number of people, some 2,000 of them my right hon. Friend tells me, who are called nurses, and yet may have no experience whatever. So far as I understand it, the purpose of this Bill is to take these in and make them assistant nurses if they have the necessary qualifications to have that title applied to them. . . .

The only representation I have had made to me in connection with this Bill is in regard to Clause 14. We have had a very definite assurance from my right hon. Friend the Secretary of State, in his opening speech, to the effect that this would in no way lower the qualifications which were required in connection with one becoming a State-registered nurse, and that, I think, should go far to calm or relieve the anxiety of those who feel on this matter. I think there is a certain amount of misapprehension likely to crop up here. The clause refers to a reduction in the period of training, but where we are at a misunderstanding, I think, is that surely the period of training which is referred to in the clause is that prescribed in a hospital to enable one to qualify as a State-registered nurse. . . . It means that experience that they have gained outside the prescribed course is, under certain conditions, to be allowed to count. There are women who, perhaps being a little young, instead of starting straight off in one of our big training hospitals, have gone into some of the big training homes in Glasgow and elsewhere. They have spent perhaps two, three or four years there; they are acknowledged by the medical officers who attend those homes to be first-class nurses; but they cannot get their State registration unless they go back to the beginning and work up afresh. In so far as Clause 14 allows people like that to get a remission of time, it is all to the good.

I personally welcome this Bill. I think that, following on the assurance we have had from the Secretary of State, the fears which have been expressed as to the prestige of the nursing profession being lowered are unfounded. But I would like to put one point to my right hon. Friend. Clause 14 gives no indication that the standard of the examination is to be maintained. He has given us his assurance but it is not in the Bill. I think that, with very little difficulty, words could be added to the clause which would make the position absolutely watertight. I would ask him to consider that before the next stage, and to see what can be done.

Mr. McLean Watson (Dunfermline): It seems to me that if the Secretary of State had slavishly followed the English Bill, he would have had the Second Reading before now. The only objections are to the innovation which he has made. Clause 2, Sub-section (3), which he has introduced into the Bill, has resulted in a good deal of discussion. I am inclined to disagree with the Secretary of State on that sub-section. In this matter we are legislating in the dark. We do not know where we are in regard to this profession. There must be a considerable army of nurses who are being retained for special duties in connection with military operations. We do not know when the war will end, and I do not disagree with the five years' limit in the clause. Surely, before five years are over we shall be out of our present difficulties, although we may be in other difficulties. We shall be through the war, I hope and expect; and we may have a very large army of fully-trained nurses to staff all the hospitals that we require. Of course, if what my hon. Friend the Member for Springburn (Mrs. Hardie) envisages takes place, and we are going to have a shambles in Europe——

Mrs. Hardie: We might.

Mr. Watson: Yes, we might. Then we might have thousands, or tens of thousands, of mutilated men on our hands for years, and there is no saying what nursing assistants we may require. . . .

I am not inclined to quarrel with the two changes the Secretary of State has made with regard to the Bill. I think that there should be a limit to the period in question, and I think he has fixed a reasonable one in making it five years. I agree again with him in the line he has taken in being prepared to look at Clause 14 to see that the standard of training is not reduced to such a point as to be a danger to the profession. If these two points are met, there is no reason why this Bill should not speedily go on to the Statute Book and help to improve the conditions for nurses in Scotland.

Mr. McKie (Galloway): . . . I want to reinforce what has been said by my hon. Friend the Member for Dumfries (Sir H. Fildes) and indeed the sentiments which have been echoed by every Member who has spoken, including the Secretary of State, with regard to the importance of Clause 14. . . . We Scottish Members have had a great number of postal communications in the last few days in regard to this clause, in dealing with which the Secretary of State, in opening the Debate, devoted so much time. His speech, as previous speakers have made clear, has gone a very long way towards removing doubts and misgivings which were in the minds of many of us owing to the communications we have received in the past few days from many in the nursing profession who thought that in some way or other they were likely to suffer by this clause as at present drafted. Of course, we know that the Scottish Office in promoting this Bill, just like the Ministery of Health in promoting the measure which this House disposed of a few weeks ago, in no way wishes to jeopardise, interfere or hinder those who are engaged in this great profession of nursing. This measure is designed to place the nursing profession in a position of even greater efficiency than obtains at the present time. The Minister has indicated that he is willing to meet in every way possible between now and the Report stage the fears which have been expressed by so many in the nursing profession with regard to Clause 14. . . .

Mr. Francis Beattie (Glasgow, Cathcart): This Bill has had a certain amount of criticism directed against it and in some quarters has been received with anxiety. I have shown the Minister petitions which I have had from nurses serving in infirmaries in the City of Glasgow, to which there were a large number of signatures. These nurses are vitally interested in reciprocity and in Clause 14, and while I do not propose to elaborate the provisions of this clause, I want to emphasise to the Minister the keen interest that these nurses are taking in it. They fear that the status of nurses will be lowered. Anything the Minister does to raise the status of the nursing profession will, I am sure, have the support of the House; anything he does to lower it will meet with definite criticism. I do not think, however, that there is any reason to fear that the general status of the

profession will be lowered by this Bill. . . .

The Joint Under-Secretary of State for Scotland (Mr. Westwood): I think the Debate has really proved that there is an earnest desire on the part of the House, and particularly of Scottish Members, to see the Bill speedily on the Statute Book. I can assure hon. Members that there is no intention in any way to reduce the standard or the qualifications of those who are engaged, or to be engaged, in the nursing profession. The Bill in no respect seeks to dilute the profession. Its primary purpose is not to increase the numbers of those in the profession but to see that only those who have been trained and have the qualifications can in future use the term "nurse," and that those who are not so trained and qualified cannot mislead sick persons who require competent attention. There is no intention to reduce the status, training or qualifications of the nursing profession. I think the Debate has also conclusively proved that we have not slavishly followed the provisions of the English Bill. The main Debate has been on Clauses 2 and 14, and I think that, of itself, refutes the suggestion. Some Members have indicated that they dislike Clause 2. Whether the need is with us five years hence, because of the shortage of nurses, to continue assistant nurses, or rather to continue recruiting them, will be for Parliament to decide, because Clause 2 makes it perfectly clear that the roll of assistant nurses can be added to only during the five years and that it will cease to be further made up at the end of five years, unless Parliament otherwise determines.

Mr. McNeil: Did the Parliamentary Secretary say that the roll would cease?

Mr. Westwood: No, I did not. I said it ceased to be made up. The roll will continue.

Mr. McNeil: And no additions will take place?

Mr. Westwood: No. Additions will not take place. Whether the need exists at the end of five years will be considered by whoever may then be responsible for dealing with these problems. The aim and object of the Bill is to keep up the standard of the nursing profession. We are not anxious to have assistant nurses as such, but we want to give them an opportunity. There are five years in which they can get their training and qualify. We are very hopeful that the improved conditions in the nursing profession will attract the nurses that we require to meet the problems that are arising, because the need for nurses will be greater in future if we are to have a comprehensive health service and a comprehensive medical service. If we are to work on one of the basic assumptions of the Beveridge Report, which incidentally was accepted by the Government—that of a comprehensive health service—we shall require more and more nurses. . . .I have made it clear that Clause 2 can be reconsidered by Parliament, but we limit its operation just now for five years.

Mr. McNeil: Sub-section (3) of Clause 2 provides that no one undertaking training after the five years shall be added to the roll, but elsewhere the Bill provides for reciprocity with the English and Northern Ireland roll, if it is created. Are we to exclude English or Northern Ireland assistant nurses, who commence training after that date? If you are not going to exclude them you will have to add to the roll.

Mr. Westwood: Some of these intricate points are better debated in the Committee stage. All the points raised on Second reading will be considered between now and the Committee stage, with a view to a proper reply being given to them.

Clause 14 is the only other really contentious clause, but the Secretary of State has already made it clear that he is prepared to reconsider the drafting. Let me again emphasize the fact that the main purpose of this Bill is to protect the general public against the unqualified nurse. The purpose of setting up a register is to see that the person who calls for a nurse will be sure, if the term "nurse" is used, that they have a properly qualified person to look after them. I think it will be admitted that the general public is frequently unaware of the distinction between the registered nurse and someone who merely calls herself a nurse. This will be obviated if this Bill is placed on the Statute Book and the register is set up, and we have this register as suggested by the Bill. Then Clause 6 provides that no other than a registered nurse or enrolled assistant nurse will be accepted with certain exceptions. This will definitely improve the status of the profession. . . .

We propose to draw the attention of education authorities to the increased shortage of nurses and ask them afresh, to interest suitable girls in secondary schools in undertaking pre-nursing courses. We also propose to urge local authorities, if this Bill becomes an Act of Parliament, to provide and, by every means stimulate, interest in pre-nursing courses and continuation classes, and also to ask for further

Correspondence

Missionary of Milk

Dr. Garrod's clear and forceful article on pasteurization (see *Nursing Times*, May 29), omits one point in which the assistance of the nurse may be especially valuable. She may be called on for advice in the households referred to, where, by the zoning order, a pasteurized supply is now unobtainable. What can be done to safeguard the milk? There seems to be no other way than to bring all milk to the boil, then to cool it as quickly as possible; for the housewife a troublesome addition to her labours and an annoying expenditure of gas or fuel, but less costly than disease.

In all such cases the head of the house might well protest to the Ministries of Health and Food for, as Dr. Garrod's article states, even under war conditions, it should be considered intolerable to have to purchase an unsafe milk supply, because the dairy chooses to supply nothing but the raw product.

If nurses become missionaries for safe milk, they must be prepared to justify their argument. Therefore, they should note the point made that carefully regulated farm experiments have proved that calves gain weight as rapidly on pasteurized milk as on raw milk and maintain equally good condition.

ESTHER CARLING, M.D.

The Registered Male Nurse

The Society of Registered Male Nurses has sent the following letter to every member of the General Nursing Council for England and Wales, to Lord Horder, as chairman of the Nursing Reconstruction Committee, to the Council of the Royal College of Nursing, to the Rt. Hon. Ernest Brown, M.C., M.P., Minister of Health, to Mrs. Bennett, S.R.N., Diploma in Nursing, Leeds University, secretary to the National Advisory Council for the Recruitment and Distribution of Nurses and Midwives, and to Mr. Messer, M.P., J.P.

'On May 12, 1943, Mr. Glavin, secretary of the Society of Registered Male Nurses and myself appeared before a Committee of the General Nursing Council for the purpose of amplifying our previous request that the registered male nurse should be entered directly upon the General part of the General Nursing Council Register.

'In view of the fact that this matter will be brought before the whole Council at some future date, we feel that a statement on the subject may help you when you come to consider it. Our reasons for this request are as follows:—

(1). A complete training school for registered male nurses is also a complete training school for registered nurses.

(2) The preliminary examinations are identical for *all* student nurses.

(3) The final examination differs in one respect only, female nurses are set one question on a gynaecological subject, while male students have one question on a male genito-urinary subject.

Continued from the previous column

pre-nursing courses at central institutions. We are now carrying through negotiations with the hospital authorities for the purpose of providing the necessary training facilities to enable us to give the proper training to those who are recommended. . . .

I am sure that I am voicing the views of the Secretary of State when I say that he is deeply indebted to the House for the manner in which it has received this Bill and for the helpful Debate that we have just had. We shall go to the Committee stage with the full knowledge that every one of us will be working for one common purpose—to improve the status of the profession, to provide only the best of nursing facilities for our people in Scotland, and to do what is best in the interests of the health of the people. . . .

(4) Nurses of either sex are permitted the same title, *i.e.*, S.R.N.

(5) Registered male nurses holding their Teacher's Certificate are training female students for the General part of the Register.

(6) Universities granting the Diploma in Nursing, and the authorities examining for the Nurse Teacher's Certificate recognize the training and status of registered male nurses as being co-equal with that of the female nurse.

(7) That the entering of male and female nurses upon one register already exists in respect of the mental nurse, so that the entering of registered male nurses upon the General part of the Register would not be creating a precedent.'

One argument only was put forward by the Committee of the General Nursing Council, which interviewed Mr. Glavin and myself, *i.e.*, 'That the male nurse does not nurse female patients and is therefore in a specialist group of nurses comparable with the sick children's nurse and fever nurse.'

This analogy does not hold, for nurses on the other Supplementary Registers *are* entered as specialist nurses and are concerned only with a special type of nursing or age group. The registered male nurse is not a specialist in any one type of nursing. *He has been trained to nurse general illnesses.* This same argument, 'That he does not nurse women,' applies equally to the male mental nurse, for he also does not nurse women, and therefore, is not brought into contact with certain types of mental diseases peculiar to women, yet, in the case of the mental nurse, the Register is a common one.

FREDERICK A. MACE, S.R.N., R.M.N.
Nurse Tutor Certificate.
Chairman, Society of Registered Male Nurses.

A Word of Thanks

May I though the medium of the *Nursing Times* thank Dr. Scott, Sister Price and the staff of Ward M.2.a, Whitchurch Military Hospital, and Sister Tilley and staff of E. Block Hensol Convalescent Hospital, for their care and kindness to my husband, while he was a patient in their care and for the courtesy shown to us on our visits to see him.

A. G. HUTCHINSON, S.R.N.
College Member.

Coming Events

York County Hospital Nurses League.—The reunion will be held on Saturday, June 26, at 3 p.m.

Sheffield Royal Infirmary.—The reunion of nurses will take place at 3 p.m. on Thursday, June 10. Evensong by the Bishop of Sheffield.

Mile End Hospital.—The annual reunion of past and present nurses has been arranged for Wednesday, July 21, and not for date announced in previous issue. Tea from 3.30 p.m., followed by distribution of certificates. Matron extends a very hearty invitation to all Mile End nurses. R.S.V.P. to Matron.

National Association for the Prevention of Tuberculosis.—The Association will hold a one-day conference on Wednesday, July 28, which the Minister of Health has consented to open. Subjects for Conference: "The New Mass Radiology Scheme," and "Financial Allowance for the Tuberculosis."

Association of Hospital Matrons.—The annual meeting of the Association will be held at 2.45 p.m., on Saturday, June 26, at St. Bartholomew's Hospital, E.C.1. The meeting will be preceded by a service in the hospital chapel. A morning conference on matters of interest to the nursing profession will also be held at the hospital commencing at 10.30 a.m.

Left: *Mr. Ernest Brown, supported by Miss K. C. Watt, C.B.E., enjoys a joke with nurses of Plymouth and (right) examines models they have made*

TO-MORROW'S NURSES

Nursing Exhibitions in the South-West

IN the West Country, during this last week, Plymouth and Torquay have both given a strong impetus to nursing recruitment by staging a nursing exhibition with lectures and demonstrations at the centre of their districts. Although both were organized under the auspices of the Ministry of Health and were opened by the Minister of Health, the Rt. Hon. Ernest Brown, M.C., M.P., they were entirely separate affairs.

The Plymouth Nursing Exhibition was held at the Swarthmore Hall, the largest hall obtainable under present conditions, but far too small for the number of visitors who wanted to see everything. It was organized by a committee of trained nurses of which Miss C. Howard, matron of the City Isolation Hospital, was chairman, Miss L. G. Bishop, sister tutor of the City General Hospital, a member and Miss I. M. Ratcliff, matron of the Prince of Wales' Hospital, Lockyer Street, and Mrs. Innes, wife of one of Plymouth's leading surgeons, joint secretaries. The exhibition represented every branch of nursing; it abounded in the work of student nurses and provided a wealth of nursing detail that spoke of hours of patient and painstaking labour. In every section there was keenness and enthusiasm, and everyone was delighted with the visit of Mr. Ernest Brown. In the afternoon of the opening day, he had spoken to all the nurses of Plymouth in the packed recreation hall of the City General Hospital, and there had not been space in the hall for another person to hear him.

The Torquay Nursing Exhibition took place in the extensively beautiful showrooms and lecture hall of the Torquay and Paignton Gas Company, whose spaciousness was a distinct advantage. Much help was given to the exhibition by the close co-operation of many leading townspeople and officials of the corporation and of the Devon County Council. Like the Plymouth exhibition, it represented every branch of nursing in its exhibits, lectures and demonstrations.

Two things these exhibitions had in common were the interest of the groups of schoolgirls who came to look, to listen and to find out things, and the co-operation of the educational authorities—particularly of the headmistresses.

One hundred thousand members, the British nursing service required altogether, Mr. Brown had said, at the opening day at Torquay, and, being a Devon man, he had asked for 660 new members from that County alone. "Well, the nursing profession shall have them if we can help." That is what the headmistresses of Devon seemed to be saying by their interest and co-operation. This attitude was also instanced by the address of Miss F. M. Tann, divisional inspector of the Board of Education, who opened the Plymouth exhibition on the Wednesday. Each day during the week had a different opener. Speaking to a large gathering of schoolgirls among her audience, she told them of one of the difficulties of co-ordinating education with nursing and the health services, that of bridging the gap between normal school leaving age and normal hospital entering age.

The best and most obvious way, she said, was to stay at school and to continue education until 18 years of age. But, as this was impossible for so many girls, she made other suggestions. There were the pre-nursing courses, the domestic science courses, employment as a probationer at a day nursery school where they would be doing something real in the way of helping the war. Then there was another way. "I suppose," said Miss Tann, "you would be horrified if I suggested that you did domestic work? Nobody likes doing that, do they? Working at home," she continued, "and learning to run a house was a good way of gaining experience that would help in a nursing career, and when so many mothers were busy on war work, the girls who did it might be a very real help at home."

It is impossible to do justice here to the many clever exhibits at Plymouth. The City General Hospital had put forward, in a model, the suggestion that "It's the first step that counts." It showed one of Florence Nightingale's wards in the Crimea contrasted with one of to-day's wards complete with all the latest equipment, including oxygen and blood transfusion apparatus. Uniting the two was the figure of the modern State-registered nurse at 21 years of age, holding the key to at least a dozen different branches of nursing. This was all set against a background on which a student nurse had cleverly painted the badge of the General Nursing Council.

The City General Hospital also presented "Warleigh" to the schoolgirls of Plymouth and district. Warleigh is a residential nursery attached to the hospital where they take in students from 16 years and prepare them to go on to hospital at 18. The model showed the figure of a schoolgirl coming from the schoolhouse and set straight on the road to a nursing career, a road that went via the residential nursery. The figures were beautifully made, especially those of the children playing.

Old and New

A fine exhibit from the Prince of Wales' Hospital, Devonport, contrasted the old and new method of treating burns; it showed how carron oil had given place to gauze and sulphanilamide powder for treating burns of the face, soda bicarbonate compresses had gone in favour of the Bunyan bag for burns of the arm and so on. The same hospital showed a model illustrating different positions used in nursing treatment. "I wonder what that chap's got that he has to lie in that position" asked one girl of about 15, pointing out a figure in the prone position, and there was a student nurse near at hand to hear and to give information, and to gain one more

EXHIBIT FROM PLYMOUTH

Left: *One of the photographs shown of the double-bedded wards in the maternity block of the City Hospital, with their new equipment*

Right: *model of a cubicle ward from the City of Plymouth Isolation Hospital. Miss C. Howard, matron of the Hospital, is explaining it to young schoolgirls*

potential recruit for the profession. The preliminary training school of the Prince of Wales' Hospital, Greenbank, had contributed with a poster "Prescription for a Good Nurse," a model of a properly constructed well and models of "How Milk May be Contaminated" and "How Salt is Used in Hospital."

The City Isolation Hospital's model of a cubicle ward was also a centre of attraction. The detail put into it was amazing. For instance, each cubicle had its quota of two miniature gowns hung on a peg, while wash basins outside the cubicles in this model were dentures painted white. Carved wooden figures, jointed at the thigh, knee and ankle, illustrated the various cases in appliances and splints of an orthopaedic ward. This model, by the Mount Gold Orthopaedic Hospital, was complete to the last piece of handicraft work.

In the public health section of the exhibition, "Drab Cot" contrasted with "Sunshine Villa"; ancient midwifery with modern; there were dietetic displays, a model infant welfare centre and clinic, and an exhibit on "improvization" by the Queen's nurses of the Three Towns' Nursing Association.

Around the walls were black and white murals, executed by the art students of the Technical School. They told of the history and progress of nursing since the days of the Mosaic Law. A black spot, the sixteenth and seventeenth centuries, was represented by a black poster under which, on the ground, was staged the tableaux of Betsey Prig and Sairey Gamp complete with gin bottle. This, again, contrasted with the tableau of Florence Nightingale who, with her famous relics, lent by St. Thomas's Hospital, was placed in honour on the platform.

The lectures, demonstrations and films on every nursing subject, given in the lecture room at the side of the exhibition hall, were packed for every showing; the interest of the schoolgirls, which had never waned throughout, was stronger than ever when a health visitor bathed a baby (doll).

At Torquay, the actual time of preparation for the exhibition had been, we understand, very short, so the hospitals and other nursing services had contented themselves with simple and unpretentious displays. Nevertheless, most of the hospitals and health services in the district were represented.

There was the Torbay Hospital exhibiting a resuscitation bed; Newton Abbot Hospital showing bandages and treatment of burns; the Princess Elizabeth Hospital, Exeter; Rosehill Children's Hospital, Torquay; Paignton Hospital and the local section of the Princess Mary's Royal Air Force Nursing Service, and Hawkmoor Sanatorium. Bovey Tracey, with an exhibit of a model sanatorium. The Queen's Institute of District Nursing had prepared a room for the birth of a baby with great care and detail—this, incidentally, was one of the most attractive displays of the exhibition—while the health visitors had made a very good showing of photographs depicting their work. An extensive dietetic display, by the Training College of Domestic Subjects, was seen to advantage in the beautifully equipped kitchens below the showrooms, where a modern hospital kitchen and a ward kitchen were also laid out.

But perhaps it was by their lectures and demonstrations that the nursing services of Torquay and district really attracted the attention of the younger generation. This fact was proved by the many queries from 15 and 16 year old girls at question time.

Too Old at Nineteen

Miss Reynolds, regional nursing officer for for the Ministry of Health, to whom much of the credit for the success of these exhibitions is due, had a word of praise at the closing ceremony of the Torquay exhibition for, among others, the friends who had manned the inquiry bureaux. A fund of useful information had, she said, always been available.

How necessary it is to spread the correct information is illustrated by the following story Miss Reynolds told, which happened at the Plymouth exhibition. A young woman was obviously interested and asking many questions: finally she said "Oh dear, I wish I could have been a nurse."

"But you could be if you wanted to."

"Oh no" said the young woman regretfully, "I'm too old."

"How old are you?"

"Nineteen" came the sorrowful reply.

O. M. B.

News in Brief

Below: Miss Caird, student nurse of Worthing Hospital, cleans shoes for the Student Nurses' Air Ambulance Fund Left: an idea of what she is working for: an air ambulance of the North African campaign, with Miss J. Riley, an American nurse, on duty

Scutari to Stalingrad

MRS. SACHS has given a letter by Florence Nightingale describing conditions at Scutari to the Stalingrad Hospital Fund.

Good Work

AMONGST the 1,239 midwifery cases attended last year by the Lancashire County Nursing Association, the maternal death rate was only 0.8 per 1,000.

Royal Interest

H. M. THE QUEEN has visited the exhibition organized by the Nursery School Association of Great Britain at a West End store.

A Splendid Total

THE Savings Group of the nursing staff of Wellesborough Emergency Hospital, near Ashford, Kent, collected £250 14s. 6d. for the Wings for Victory week.

A New Male Tutor

The North Middlesex Hospital, N.18, has appointed Mr. A. J. Sayer, S.R.N., Nurse Tutor Certificate, Battersea, as second nurse tutor.

An Exceptional Standard

MISS A. WATKINS is the gold medallist at the Birmingham General Hospital; five nurses reached gold medal standard.

From Scotland

Early Education in Ayr

AYR Town Council is considering extending its war-time nursery schemes.

A Good Finish

Edinburgh Royal Infirmary last year treated to a conclusion 19,763 patients.

Auchenheath to Tanganyika

Miss M. Scott, of Auchenheath, Lanark, has accepted an appointment in the Colonial Nursing Service in Tanganyika.

A High Proportion

OF the 37 premature babies born last year at the Aberdeen Maternity Hospital, weighing under three pounds, eight survived.

An Honoured Retirement

MISS E. M. FRASER, matron of Dr. Gray's Hospital, Elgin, for the past 34 years, is to retire; the governors and staff have made her a parting gift.

Edinburgh's Wings

EDINBURGH Royal Infirmary has invested £50,000 and the Royal Edinburgh Hospital for Mental and Nervous Diseases £10,000 to assist with Edinburgh's Wings for Victory week.

A Bristol Birthday

THE Bristol Homoeopathic Hospital celebrated its eighteenth birthday last week. Miss Johns and Miss Wallace, now sisters, have been with the hospital since its birth.

FOR MALTA G.C.

'This is the Ward the Nurses Built'

Our donations for this week total £7 10s., raising the *Nursing Times* Fund for the Nurses of Britain ward in the King George V Hospital, Malta G.C., to £8,066 18s. Small donations, large donations, unwanted jewellery or other gifts in kind—all help to find the bricks, to found the ward, that the Nurses of Britain will build.

Nurses who have not yet contributed and who would like to do so, should send their donation to the *Nursing Times* Fund for the Nurses of Britain ward. The Silver Thimble Fund, c/o Macmillan & Co., Ltd., St. Martin's Street, W.C.2.

Donations for Week Ending May 31.

	£	s.	d.
Anonymous ...		5	0
Miss B. K. Merton		5	0
Exeter Branch	7	0	0
Total for Week	£7	10	0
Grand Total	£8,066	18	0

Royal College of Nursing News

Membership forms may be obtained from the Secretary, Royal College of Nursing 1a, Henrietta Place, Cavendish Square, W.1. or from local branch secretaries

Education Department

Special Course for Health Visitors

The last date for receiving applications for this course has now been extended to Saturday, June 5, 1943. The course closes on June 12. Programme: see *Nursing Times*, May 15.

Sister Tutor Section

The following were accepted as members of the Sister Tutor Section by the Central Sectional Committee meeting held recently:—

England.—Allan, C. M. (Dulwich Hosp., London, S.E.22); Bateman, M. E. (General Hosp., Birkenhead); Cleary, E. V. St. James's Hosp., Leeds); Darnell, L. M. (Westminster Hosp., London, S.W.1.); Grandvoinet, E. (Bromley and District Hosp.); Monkhouse, H. (County Hospital, Pembury, nr. Tunbridge Wells); Price, M. E. (East Denbighshire War Memorial Hosp. Wrexham); Whitelaw, I. (St. Mary's Hosp. Portsmouth); Welch, V. E. (St. Alfege's Hosp., London, S.E.10).

Scotland.—Crighton, M. B. (Woodend Hospital, Aberdeen); Inglis, E.T. (Infectious Diseases Hosp., Paisley); Skene, L. J Astley Ainslie Hosp., Edinburgh).

Branch Reports

Brighton and Hove Branch.—At a general business meeting in May 25, at the Brighton Municipal Hospital, it was learned with regret that Miss Mitchell had tendered her resignation from the offices of president and chairman of the branch, owing to her appointment to a post which will necessitate her residing in Hastings. As the result of the voting at the meeting, Miss Love, matron of the Brighton Municipal Hospital was unanimously elected to hold office, as from the end of June until the next annual election., Miss O'Halloran will serve as branch representative. The next business meeting will be held, by the courtesy of Miss Saunders, at the New Sussex Hospital, on June 19 at 3 p.m. Saturday July 10 has been fixed for the annual garden party at Bentley House, Hassocks. Our expenses have been high of late, so will members please prepare for a profitable bring and buy stall.

Buckinghamshire Branch.—A meeting was held at the War Memorial Hospital, High Wycombe, on May 22, at which the agenda of the Branches Standing Committee was discussed; also the Nurses (Scotland) Bill. The Branch was unanimous that the College should be asked to withdraw the fee of 2s 6d for uniform registration, as members already paid the College a membership fee. A resolution was passed that the Buckinghamshire Branch deplores the fact that the Rushcliffe Committee has shelved the question of the status and basic salary of the industrial nurse and requests the Royal College of Nursing to approach the Government, through the Ministry of Labour and National Service and in conjunction with them, to fix a standard basic salary and a rising scale. Miss Fawcett Shaw stated that bargaining was going on in factories for nurses and that our colleagues were forced to take a lower salary than that recommended by the College or be unemployed. Members were disturbed that the Civil Nursing Reserve Committee in this County had no organizer and that most matters were dealt with by a clerk.

Chesterfield Branch.—A garden party will be held at Brambling House on June 19, at 4 p.m. There will be a 'bring and buy' stall; proceeds to be devoted to branch funds. Tea will be provided by Miss Slarke, matron of the Royal Hospital.

Coventry Branch.—A visit to Rootes Securities surgery has been arranged for June 19, 1943 at 2.30 p.m. Tea will be provided by the directors. All nurses wishing to attend, please communicate with Miss L. Ashcroft, 24, Second Avenue, Coventry, before June 10.

Derby Branch.—On Wednesday, June 9, at 7.30 p.m., a talk entitled 'Notes on English Embroidery,' illustrated by samples, will be given by Miss G. M. Firth in the lecture hall of The Derbyshire Royal Infirmary. Admission free to College members, Student nurses 3d., non-members 6d. The tennis match arrangements for the 2nd local branch tennis cup are: *First round*, June 17, at 6 p.m. at the Derby Borough Isolation Hospital; *semi-finals*, July 1 at 6 p.m., at The Women's Hospital. *Finals*, July 15, at 6 p.m. on neutral ground (place to be stated later). Spectators will be welcome on all occasions.

Exeter Branch.—There will be a general meeting of the Branch on Tuesday, June 1, at 8.15 p.m., at the Royal Devon and Exeter Hospital. Mr. F. Kraus will lecture on 'Plastic Surgery,' with slides of work done in Czechoslovakia and by Sir Harold Gillies C.B.E. All nurses are welcome.

Glasgow Branch.—Will members please note that the general meeting on the syllabus for June 5, at the Scottish Nurses' Club, 293, Bath Street, will not take place until the following *Saturday, June* 12, at 3 p.m.

Guildford Branch.—On Saturday, June 19 a visit has been arranged to the King Edward VII Sanatorium, Midhurst, by kind invitation of Dr. Todd, medical superintendent. A buffet lunch will be provided. Trains leave Woking at 10.38 a.m. 11.17 a.m., Guildford 11.1 a.m., 11.27 a.m. arriving at Haslemere at 11.26 a.m., 11.47 a.m. Bus leaves Haslemere at 11.54 a.m. arriving at Sanatorium Drive at 12.29 p.m. Members wishing to avail themselves of this valuable opportunity must notify the honorary secretary before June 10. Student nurses will also be welcome.

London Branch.—A re-union and 'bring and buy sale' will be held on June 19, at 3 p.m., in the Cowdray Hall, in order to raise money for branch funds; the sum aimed at is £100. We hope many members and their friends will be present and that it will prove an enjoyable reunion. Tea will be available but, owing to the difficulties of catering, will those intending to be present please inform Miss Fletcher by postcard or telephone (Langham 1235) not later than June 15.

Portsmouth Branch.—A very interesting lecture on 'Blood Transfusions' was given at St. Mary's Hospital, on May 27. The lecturer was Dr. Zeitlin, who is an authority on the collection and storage of blood for transfusions. The lecture was illustrated by lantern slides, demonstrating the collection and preparation of blood and the methods of separating the plasma and serum and bottling the serum for distribution. The next meeting will take place in June, when it is hoped Miss Goodall will be present.

York and Ainsty Branch.—A visit to the Minster has been arranged by Chancellor Harrison, on Friday, June 18, at 7.15 p.m. Will members please meet at the west doors.

NURSES' APPEAL FOR NURSES

Nation's Fund for Nurses

Now that we have hopes of getting some summer weather, we are anxious that our nurses who are old and sick and needing fresh air, shall have an opportunity of enjoying the physical and mental tonic which only the countryside can give. We possess a lovely land. Let us enable these nurses to benefit from it; not by an unnecessary journey merely in search of pleasure, but by a really necessary journey in search of health and rehabilitation. Will you send us a holiday donation please?

Donations for Week Ending May 29, 1943

	£	s.	d.
Matron and nursing staff, Royal Berkshire Hospital 10s. for special purpose 10s. for Fund...	1	0	0
Mrs. Walton		10	0
From a disabled soldier, per F.B.		10	0
Miss H. M. Smith		10	0
Miss Brenda Dunn		2	6
Miss J. S. Boyd, In appreciation of the service of the *Nursing Times* Address Bureau'		5	0
Sale of tinfoil	3	2	6
	£6	0	0
Total to date...	£7,207	16	3

We are grateful to the Marylebone D.I. warden's post and three anonymous donors for tinfoil and to Miss P. G. Turner for silver.

M. H. Henderson, Secretary, Nurses' Appeal Committee, *Nursing Times*, c/o Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

Sociological Implications

A most inspiring address was given to the Edinburgh Branch by Dr. R. C. L. Batchelor, M.A., M.B. ChB., F.R.C.S.Edin., D.P.H., on the "Sociological Implications of Venereal Disease," in the lecture theatre in his department of the Royal Infirmary.

Dr. Batchelor gave a lucid *resumé* of the work carried on in the wards, in the out-patient department and in the 'follow-up' work, which, he said, was so important in getting a satisfactory result to all the treatment already given to the patients. He paid a special tribute to the sisters who were responsible for this side of the work, one of whom had built up with him the scheme which they now carried out and which was proving efficient. Emphasis was laid on how much the success of the scheme depended on the nurses' attitude to the patients, particularly when they came for the first time for advice and guidance; it is known that in many cases treatment has to be carried out for a considerable period and it is in the hands of the nurses to make the patients willing and eager to co-operate.

Rule 33B was discussed and Dr. Batchelor put forward ways and means by which this rule could be carried out in a just manner. Later the wards and special departments were open for inspection, when Sister and her staff acted as guides and courteously and patiently answered the many questions which were poured upon them. Of particular interest was the 'coffin' for the 'heat' treatment and members were amazed to learn that patients lay encased in the 'coffin' in a heat sufficient to raise their temperatures to 105° F. with only their heads outside the heat area.—*From the Edinburgh Branch.*

General Nursing Council *Cont. from p.* 464

ciplinary case of a nurse who had been found guilty of stealing china and a table cover, value £5 from a house in Highgate, and bound over under the Probation of Offenders Act in the sum of 40s. The nurse said that the house was empty and she had seen, through an open window, the china and cloth left in the kitchen. Some time later, when as a health visitor, she was in touch with a very poor family who were drinking out of jam jars and paying 1/- each for chipped plates, she remembered the china and took it to give to them. In reply to questions, she said the house was not a bombed house, but looked very derelict, as it was in the hands of the official receivers who could not find the owner. The Council decided to postpone judgment for one year.

Next Meeting: June 25.

The Nurse and Tuberculosis (*Continued from page* 461)

noes, draught boards and so on; also the disposal of cigarette ends and food remains.

(3) The correct procedure for dealing with patients' cups, glasses and cutlery, sputum mugs and flasks.

(4) The viability of the tubercle bacillus.

(5) That hands and fingers of all positive cases are frequently infected, and that the hands of persons working amongst positive cases are constantly liable to infection; hence the need for precautions.

(6) The reasons why association between patients and nurses, other than that required for efficient and good nursing, is undesirable.

To build up general resistance

In addition to the usual well-known rules of health, the sister tutor should stress the following points:—

(1) The importance of sufficient rest.

(2) The need for proper meals when away from the hospital.

(3) The need for regular, moderate, open air exercise and the danger of spasmodic strenuous exercise or exertion.

(4) That dancing as an exercise should not be regarded as an adequate substitute for exercise in the open air.

(5) The danger of certain fashions and cults, *e.g.*, slimming, excessive sun-bathing, unsuitable footwear.

(6) The need for moderation in social functions when working for examination.

(7) The dangers of late nights and insufficient sleep.

(8) The advisability of avoiding crowded places during epidemics.

Investigation of minor ailments

It appears to be necessary for the sister tutor to teach the nurse why she must take notice of minor symptoms and to stress the danger of neglect but not in such a way as to cause fear. The tutor should not forget to show the importance, as symptoms, of persistent fatigue, anorexia and slight dyspepsia and catarrhal colds, and she should teach clearly the means of preventing the spread of such colds to other members of the staff. She should endeavour to impress the nurses with the fact that they will not be thought to be shirking duty if they report sick, and that they will not be penalized for complaining if they feel ill.

FROM ALL QUARTERS

Changes on Clydeside

As a result of conferences arranged by the Ministry of Labour, the Clyde Trust has agreed to a greatly improved health service for dockers, for which those who belong to contributory schemes for health services for their families will not need to pay extra. Nurses and ambulances will be ready by day and night in the docks and patients seriously ill taken quickly to the nearest hospital. A medical officer will organize and supervise all questions of health and hygiene, and also pay attention to working conditions and amenities which, in many ports, hamper efficiency and delay loading and unloading. We understand that many other Scottish and English ports, including Liverpool, will soon follow suit.

Nursing Education in India

Opening the first school of nursing administration in India recently, the Marchioness of Linlithgow, wife of the Viceroy, said that the shortage of nurses in India was largely due to the lack of trained sister tutors and the lack of institutions for training them. Nurses in India who now wish to take on administrative or teaching work will be able to take post-graduate courses instead of having, as before, to come for courses to this country. The view of Lady Linlithgow that more sister tutors would mean more nurses probably applies equally to Britain. Post-graduate training in this country has, of course, been stabilized since the last war, and is being made good use of by almost every type of trained nurse.

Post-Natal Care

The need for post-natal nursing homes or the widespread organization of Mr. Bevin's scheme for home helps is an urgent necessity. At the moment he only plans for 10,000, and he has yet to find his women of forty of the right type to cook, clean and wash in other people's houses, for other people's children and who will look after the mother as well. Pressure on beds at all maternity hospitals prevents a longer stay in hospital after confinement, but post-natal nursing homes are already in existence. At Fulmer Chase, the Maternity Hospital for the Wives of Officers in the Royal Navy, Army and Royal Air Force, writes Mrs. Churchill, to *The Times*, 'A far-seeing philanthropist came to our assistance. By his generosity a roomy house was bought which, under the same direction, provides a post-natal home for our young mothers. Here parents stay for another fortnight and learn to look after their babies and regain their strength.' This, we feel, is the ideal scheme provided that the home help is in the mother's home so that she has not to worry about her husband or the other children; so often the mother goes home at the end of a fortnight, even when the post-natal home is available, because she feels she must do so. Applications for a home help must be made by the mother to her local medical health authority, and must substantiate her claim by the backing of the doctor or midwife. The husband, under Mr. Bevin's scheme, can apply for a home help through the hospital almoner, if his wife is ill in hospital.

Step forward

MODERN treatments for nervous and mental diseases at the Retreat, York, show to-day the vista of a new road, much as the ideas of the Society of Friends brightened the outlook of the mentally sick at the beginning of the Napoleonic wars. The Retreat, York, celebrated last year its 150th birthday; William Tuke, its founder, nearly 50 years before the passing of the Lunacy Act, was able to use kindness instead of chains for the treatment of mental illness. The annual report reviews briefly the results of insulin coma therapy and electrical convulsant treatment. Out of 36 cases treated with insulin (24 women and 12 men) nine women recovered ; out of 60 cases receiving complete convulsant treatment, 36 recovered and 11 were relieved. It is too soon to see how lasting these results are, but there is now a greater prospect of recovery in early cases of depressive mental illness and a marked reduction in time—the period needed for recovery can be talked of in weeks rather than months.

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE VIII

ROYAL GWENT HOSPITAL, NEWPORT, MON.

Sister required for Venereal Disease department. Rushcliffe Scale Salary. F.S.S., M.H.O. in force. Post can be non-resident. Apply to Matron. (1791)

THE ALEXANDRA HOSPITAL STOCKWOOD, LUTON
(CHILDREN'S ORTHOPAEDIC)

Holiday Sister, S.R.N., required, ; also, **Junior Ward Sister,** S.R.N.or R.S.C.N. Salary according to the RushcliffeScale. F.S.S. in force. Apply with full particulars to Matron. (1755)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM

Ward Sister required. Must be both general and fever trained. Salary in accordance with the Rushcliffe Report. Minimum salary £140 p.a.

The post is designated under the Local Government Superannuation Act, 1937, and for this purpose the successful candidate must pass a medical examination.

Forms of application may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester, and, when completed, forms to be returned to the undersigned.

WILFRID CARR,
City Health Department, Secretary.
Grey Friars,
Leicester. (1831)

WILTSHIRE COUNTY COUNCIL
EMERGENCY MATERNITY HOMES

The Wiltshire County Council invites applications from State Certified Midwives, who are also State-registered Nurses, for the following temporary resident appointments on the staff of the Emergency Maternity Unit which is under the direct medical superintendence of Mr. Wilfred Shaw of the Obstetrical Department of St. Bartholomew's Hospital.

Midwifery Sister at a salary of £135 per annum.

Staff Midwife at a salary of £115 per annum.

These appointments will be terminable by one month's notice on either side.

Applications should be addressed to Mr. Wilfred Shaw, Berryfield House, Bradford-on-Avon.

P. A. SELBORNE STRINGER,
Clerk of the Council.
Clerk's Office, County Hall,
Trowbridge. (1897)

BOROUGH OF ILKESTON
WAR-TIME DAY NURSERY
APPOINTMENT OF SISTER

Applications are invited for the non-residential post of **Sister** at the Ilkeston War-time Day Nursery for children under five years of age. Candidates should be either State-registered Children's Nurses or Certificated Nursery Nurses. The salary is £180 per annum with meals when on duty. Uniform will be provided. The appointment is temporary and is terminable by one month's notice on either side.

Applicants should give particulars of their age, training and qualifications, their past and present appointments and whether married or single.

Applications must be received by the Medical Officer of Health, Manor House, Ilkeston, Derbyshire, not later than the 10th June, 1943.

Canvassing, directly or indirectly will disqualify.

Town Hall, E. I. E. WILLIAMS,
25th May, 1943 (1885)
Ilkeston. Town Clerk.

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
COOKRIDGE MUNICIPAL HOSPITAL
(98 BEDS)

Ward Sisters, S.R.N., required for the above Hospital, which is a general hospital for chronic cases (women). Experience in ward management essential. Salary £115—£150 per annum (plus cost-of-living bonus) with uniform and usual residential emoluments.

The appointments will be subject to the Local Government Superannuation Act, 1937.

Applications, stating age, qualifications, and experience, together with testimonials and Matron's name for reference, to be forwarded to the Matron, Cookridge Municipal Hospital, Cookridge, Leeds. (1723)

THE COTTAGE HOSPITAL WELLINGBOROUGH

Charge Night Nurse required. Salary £100, uniform provided.

Probationers required age 16½ and 17 years. Salary £30—£32, uniform provided.

Assistant Nurse required for night duty. Salary £70. Uniform provided. Apply Matron. (1825)

LANCASHIRE COUNTY COUNCIL
BIDDULPH GRANGE ORTHOPAEDIC HOSPITAL

The Lancashire County Council have a vacancy for a **Plaster Sister** from the 1st July, 1943, at the above Hospital, and invite applications from persons possessing suitable qualifications.

The salary to be paid is £135, rising by £5 to £165 per annum, together with war bonus. Board, residence and laundry will be provided, together with indoor uniforms after one month's service.

The person appointed will be required to pass a medical examination, and to contribute towards the Council's Superannuation Scheme. The emoluments are valued at £90 per annum for this purpose.

The appointment will be terminable by one calendar month's notice on either side.

Applications, stating age, where educated, full details of previous and present appointments, certificates held, etc., and accompanied by copies of two recent testimonials, are to be sent to the Matron, Biddulph Grange Hospital, Stoke-on-Trent, as early as possible.

F. HALL,
Preston. County Medical Officer of Health. (1891)

VICTORIA HOSPITAL FOR SICK CHILDREN, HULL

Sister required at the above Hospital for holiday duty. Salary according to Rushcliffe Report. Apply, with references and full particulars, to Matron. (1620)

BROMPTON HOSPITAL, S.W.3

Trained Nurses wishing to gain additional experience with Certificate are invited to write to the Matron, for particulars of one year's training in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases.

Fully Trained Nurses required for holiday duty.

Assistant Nurses required also **Nurses** to train for the Certificate of the Tuberculosis Association.

Salaries and conditions in accordance with the Rushcliffe Report. Minimum salary if S.R.N. £110. Federated Superannuation Scheme in force.

Apply Matron, Brompton Hospital, London, S.W.3. (1824)

HAMPSTEAD GENERAL AND NORTH-WEST LONDON HOSPITAL
HAVERSTOCK HILL, N.W.3.

Sister required for Surgical Floor. Rushcliffe Scale of salaries. Apply, with particulars, to the Matron. (188

CITY OF GLOUCESTER
CITY GENERAL HOSPITAL

A Municial Hospital (and Affiliated Training School) of 170 beds normally, but with the addition of Government Hutment Scheme.

Applications are invited for the post of **Sister** for Chronic Ward. Salary and conditions in accordance with the recommendations of the Rushcliffe Report.

The appointment may be regarded as either permanent or for the duration of the war, but if the latter, marriage does not disqualify.

Applications, with copies of two recent testimonials, and name of Matron for reference, to be sent to the Matron. (1617)

MANCHESTER NORTHERN HOSPITAL (GENERAL)

Ward Sister required, children's surg ward and small women's medical w attached. Must be interested in tea ing probationers. Salary according Rushcliffe Scale. F.S.S. in force. A full particulars to Matron. (170

QUEEN'S INSTITUTE OF DISTRICT NURSING

State-registered Nurses are invited train for this **permanent Service.** Sa given during district training followed midwifery training to suitable candida Training Homes in London, the Provi and South Wales.

For further particulars apply Queen's stitute of District Nursing, 57, Lower grave Street, London, S.W.1. (203

WREXHAM & EAST DENBIGHSHIRE WAR MEMORIAL HOSPITAL, WREXH

Required **Assistant Masseuse.** M.M.G. F.S.S.N. in operation. Comm ing salary £210 per annum. Non-resid Apply with testimonials to the Matron. (186

'S INSTITUTE OF DISTRICT NURSING SCOTTISH BRANCH

re are immediate vacancies in the Central r Home, Edinburgh, for trained **Nurses** ish to train as Queen's Nurses. Salary undertaking this training is at the rate of r annum with all else provided. Nurses ding the Certificate of the Centra Midwives' o are given this training after completion of Training and Nurses holding Part 1 ate of the Central Midwives' Board for al may receive District Training followed t II Midwifery Training, provided entry to ral Training Home is made immediately ining the first certificate. Salary during six months Midwifery Training is at the of £60 per annum and at the rate of £70 per during the second six months. Nurses the Health Visitor's Certificate are able plete District Training in four months' time. Queen's Nurses willing to re-join for work the Queen's Institute (Scottish Branch) can sidered for vacancies.

her particulars as to training, salaries and will be sent on application to the Super- nt for Scotland, 26, Castle Terrace Edin- (2)

TEHAVEN AND WEST CUMBERLAND HOSPITAL

nary Hospital 90 beds and 50 E.M.S. beds

lications are invited for the post of ant **Masseuse**, C.S.M.M.G., L.E.T., Non-resident post. F.S. Scheme in Commencing salary £210 p.a. Appli- stating age and qualification and full details of experience to be to the Matron at the Hospital, to- with copy references (if any). (1760)

LEMERE AND DISTRICT HOSPITAL
HASLEMERE, SURREY

ron **Masseuse** required for busy de- ent. Resident or non-resident. Two ant masseuses on staff. Some know- of X-Ray work an asset. Salary ding to Chartered Society's Scale. ted Superannuation Scheme in force. Matron. (1887)

CONNAUGHT HOSPITAL
FORD ROAD, WALTHAMSTOW, E.17

day **Relief** for Massage and Light ay Dept. required at once. Period of yment four months. Apply by letter sonally to Matron. (477/47)

L BERKSHIRE HOSPITAL, READING

stant **Masseuse**, fully qualified, re- Salary according to Carters' y Scale. Resident Post. Apply Matron. (477/50)

LEIGH INFIRMARY, LANCS

stant **Masseuse** required immediately, qualified. Salary according to B.H.A. with full residential emoluments). F.S.S. me. Apply, stating full particulars, to . (1908)

L SOUTH HANTS AND SOUTHAMPTON HOSPITAL

qualified **Masseuses** required, salary ding £230 per annum, with uniform. and tea. F.S.S. in force. Apply with full ars to the Matron. (1918)

ROCHDALE INFIRMARY
(109 BEDS)

time **Assistant Masseuse** required in ge and Physiotherapy Department. according to B.H.A. Scale. Applica- giving full particulars of experience qualifications, to be sent to Matron, ale Infirmary. (1984)

RAMSGATE GENERAL HOSPITAL

lified **Masseuse**, in sole charge of tment, required as soon as possible, ent or non-resident. Salary according e scale of the Chartered Society of ges. Federated Superannuation Scheme ce. Apply, with full particulars, to Matron. (1970)

CITY OF PORTSMOUTH
SAINT MARY'S HOSPITAL

lications are invited from fully quali- applicants for the position of **Assistant ses** (non-resident—no emoluments). ry is at the rate of £210 to £240 by l herements of £10. lication forms may be obtained from ust be returned to the Medical Officer outh, Northern Secondary School, ld Road, Portsmouth.

FREDERICK SPARKS,
Town Clerk.

ryal Offices,
Beach Hotel, Southsea.
day, 1943. (1943)

THE INFIRMARY, STOCKPORT

resident fully-qualified **Masseuse** re- for holiday duty. Salary at the rate 0 per annum with lunch and tea. with full particulars, to the Matron. (1956)

AY HOSPITAL, TORQUAY, DEVON

ographer, female, required for 3 s' holiday duty. Salary £3 per resident. Apply Matron. (1949)

KENT AND SUSSEX HOSPITAL
TUNBRIDGE WELLS

Holiday Masseuse required as soon as possible to 6th September. Salary £210 p.a. plus £10 p.a. war bonus. Non-resident. Full qualifications essential. Apply to Matron giving details of age, qualifications and experience and two names for reference. (2030)

BETHLEM ROYAL HOSPITAL
MONKS ORCHARD, BECKENHAM, KENT
(FOR MENTAL AND NERVOUS ILLNESS)

Wanted, **Resident Occupational Therapist** to take complete change of Department and train students. Salary £130 per annum, rising £5 per annum to £150 per annum with board, lodging and uniform. Hours of duty: 9.30 a.m. to 5.0 p.m. Monday to Friday, no Saturdays. This Officer will be required to help with the entertainment of patients on two evenings a week. (2005)

HUDDERSFIELD ROYAL INFIRMARY
(321 BEDS)

There is a vacancy for one **Housekeeping Pupil** to commence as soon as possible for a course of four months. Candidates must be State Registered and have held a Sister's post previously.

Particulars may be obtained from the Matron. (1732)

ROYAL SURREY COUNTY HOSPITAL
GUILDFORD

Vacancies for **Housekeeping Pupils** occur in June. Course 4 months. National Health Insurance cards stamped. Apply with full particulars to Matron. (1837)

KETTERING GENERAL HOSPITAL

Vacancy for **Pupil Housekeeper** on July 1st, 1943. Candidates must be S.R.N. and have held a Ward Sister's post. Thorough training in administration of kitchens, stores, laundry. 6 months' course. Honorarium £2 monthly. Apply to the Matron. (1800)

THE HOSPITAL OF ST. CROSS, RUGBY
(170 beds)

Housekeeping Pupil required. Vacancy in August. Course six months. Salary rate of £55 p.a. Certificate given. Apply, The Matron. (1938)

ROYAL INFIRMARY, SHEFFIELD

Emergency vacancy for **Housekeeping** Pupil. July 1st. 4 months' course. Honorarium £1 a month. Applicants must be S.R.N. and have held a Sister's post. Apply with full particulars to Matron. (1983)

CITY OF NOTTINGHAM
NEW SANATORIUM

Housekeeping Pupil required, 6 months' course beginning August 3rd, 1943.

Honorarium £2 monthly. Apply with full particulars of training and experience to Matron, Newstead Sanatorium, Kirkby Road, Fishpool, Nr. Mansfield, Notts. (2048)

ROYAL INFIRMARY, BRADFORD

Six Months' Housekeeping and Administrative Course, commencing July, 1943. An unexpected Vacancy has occured. Pupils must have Ward Sister's experience. An Honorarium at the rate of £36 per annum is paid during the course. Apply Lady Superintendent. (2012)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, FARNBOROUGH, NR. BROMLEY
(Training School for Nurses)

Staff Nurses, S.R.N., required. Salary according to experience within the appropriate Rushcliffe scale £100 to £140 a year with meals whilst on duty and a living-out allowance of £65 a year in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and further particulars obtainable from Matron at the hospital to whom completed applications should be sent.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council.
29th May, 1943. (1987)

WOOLWICH MEMORIAL HOSPITAL
SHOOTERS HILL, LONDON, S.E.18
(General Hospital, 137 Beds)

Required at once, **Theatre Staff Nurse**, S.R.N. Salary according to Rushcliffe scale. Apply to the Matron with Matron's name for reference. (2039)

WILTSHIRE COUNTY COUNCIL

Staff Nurses and **Assistant Nurses** required for Harnwood Tuberculosis Hospital. Salaries and conditions of service in accordance with the recommendations of the Rushcliffe Committee. The appointments will be subject to the provisions of the Local Government Superannuation Act, 1937. Apply, stating experience and giving references to the Matron, Harnwood Tuberculosis Hospital, Salisbury. (2049)

TORBAY HOSPITAL, TORQUAY

Staff Nurse required for out patients dept, Rushcliffe scale in force. Apply Matron. (2070)

Sleep, too, is rationed..

There is often a shortage of sleep-hours for those working under the stress of war conditions . . . Up at all hours . . . Extra late shifts . . . Here is a way to make the limited sleep ration go further. Drink a cup of Bourn-vita before putting out the light. Its Vitamin B, phosphorus and calcium content is valuable for the nerves. Bourn-vita brings healthy, *natural* sleep. It is light and easily digestible—as good for you as it is for your convalescent patients.

CADBURYS

BOURN-VITA

FOR DEEP, RESTORING SLEEP

DEWSBURY & DISTRICT GENERAL INFIRMARY, DEWSBURY

Staff Nurse required. Salaries according to the Rushcliffe scale. Full uniform provided. F.S.S. and a 96 hour fortnight in force.

Apply with full particulars to the Matron. (2047)

ST. MARY'S HOSPITAL, PADDINGTON, W.2.

Applications are invited from qualified **Nurses** (S.R.N.) for Private Patients Wing. Resident or non-resident. Salary and conditions as Rushcliffe Scheme recommendations. F.S.S. in force. Please communicate with Matron. (2067)

CAMBRIDGESHIRE COUNTY COUNCIL
PUBLIC ASSISTANCE

The Council invite applications for the following posts:—

COUNTY HOSPITAL
(EMERGENCY HOSPITAL), CAMBRIDGE

Staff Midwife (S.R.N., C.M.B.)

Staff Nurses (S.R.N.) ...

Salary and conditions in accordance with the Rushcliffe Report.

Applications, stating age, experience, etc., together with copies of three recent testimonials, must be sent to me as early as possible. (No application forms issued).

Shire Hall, Castle Hill, Cambridge. ASHLEY TABRUM, Clerk of the County Council.

1st June, 1943. (2074)

COUNTY BOROUGH OF BLACKBURN.
PUBLIC ASSISTANCE DEPARTMENT.

Staff Nurses required at Queen's Park Hospital, Blackburn. Applicants must be S.R.N.

Salary and service conditions in accordance with Rushcliffe Committee's recommendations.

Applications, stating age, present appointment and qualifications, and accompanied by copies of two testimonials of recent date to be sent to the Public Assistance Officer, Cardwell Place, Blackburn.

CHAS. S. ROBINSON,
Town Clerk, Blackburn.

31st May, 1943. (2084)

BELGRAVE HOSPITAL FOR CHILDREN,
1, CLAPHAM ROAD, S.W.9.

Staff Nurse required. Salary in accordance with the Rushcliffe scale. Federated superannuation scheme in force. Apply to the Matron. (2080)

LONDON HOSPITAL, E.1

Staff Midwives required for Maternity Units. S.R.N. and S.C.M. essential. Salary £110—£130. Federated Superannuation Scheme in force. Uniform provided. Write giving details of age, qualifications, and experience with two names for reference purposes to the Matron. (1934)

CITY OF CARDIFF
LLANDOUGH HOSPITAL

Staff Nurses required at Llandough Hospital (a Municipal General Hospital of 345 beds). Salary and conditions in accordance with the Rushcliffe Committee's recommendations. Resident or non-resident. Applications to be made on forms obtainable from the **Matron, Llandough Hospital, Penarth, Glam.** (1935)

BOROUGH OF ERITH
INFECTIOUS DISEASES HOSPITAL
(52 BEDS)
APPOINTMENT OF STAFF NURSES
AND ASSISTANT NURSES

The Council invite applications for the above appointments, conditions of service and salary in each case in accordance with Rushcliffe recommendations.

Staff Nurses. (a) S.R.N., R.F.N.—£100 rising by £5 to £140 per annum. Emoluments £90.
(b) R.F.N.—£90 rising by £5 to £140 per annum. Emoluments £90.

Assistant Nurses. Salaries in accordance with categories "A" or "C" of the Rushcliffe Report.

The appointments may be determined by one months notice on either side and will be subject to the provisions of the Local Government Superannuation Act, 1937. Successful candidates will be required to pass a medical examination.

Applications, suitably endorsed, should be made on forms obtainable from the Medical Officer of Health, Council Offices, Erith, Kent. They should be returned to the undersigned, together with copies of two recent testimonials, by not later than Tuesday, the 8th June, 1943.

Canvassing, directly or indirectly, will disqualify.

J. A. CROMPTON,
Town Clerk.

Council Offices,
Erith,
Kent,
25th May, 1943. (1906)

COUNTY BOROUGH OF SWANSEA
HILL HOUSE INFECTIOUS DISEASES
HOSPITALS, SKETTY, SWANSEA

Applications are invited for the post of **Staff Nurse.** Must be State-registered Fever Nurses. Salary as Rushcliffe scheme, i.e., £90—£5—£140 per annum. Superannuation Scheme in force. Apply for application form to the Matron. (1946)

KING EDWARD MEMORIAL HOSPITAL
EALING, W.13.

Required a **Charge Nurse** (S.R.N.) for a very busy outpatient Department. Rushcliffe scale of salary. Post might be made non-resident. Apply with full particulars to Matron. (1952)

BATTERSEA GENERAL HOSPITAL,
PRINCE OF WALES DRIVE, S.W.11

Staff Nurse for Out Patients' Department required. Must be State registered. The Rushcliffe Scale of Salaries is adopted. Material for uniform after one month. Apply, with Matrons name for reference, to Matron. (1929)

BOROUGH OF ERITH
HAINAULT MATERNITY HOME

The Council invite applications for the following posts:—

Staff Nurse Midwife S.R.N., S.C.M., salary £136—£10—£188

Nurse Midwife, S.C.M., salary £115—£10—£173.

(Inclusion of war bonus and uniform allowance in each case).

Each appointment with board, lodging and laundry, (or allowance if non-resident).

The appointments will be subject to the Council's Standing Orders, Regulations and Resolutions governing staff, and to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Applications should be submitted on forms obtained from the undersigned.

Canvassing directly or indirectly will disqualify.

REGINALD LEADER,
Medical Officer of Health.

Public Health Department,
Council Offices,
Erith.

25th May, 1943. (1907)

LYTHAM HOSPITAL, LYTHAM, LANCS.
(46 beds)

Staff Nurse required. Uniform provided. Salary £90 per annum if State Registered. Superannuation Scheme in force. Apply with Matron's names for reference, to Matron. (1954)

NEW SUSSEX HOSPITAL FOR WOMEN,
WINDLESHAM ROAD, BRIGHTON
84 beds (including 24 E.M.S.)
AFFILIATED TRAINING SCHOOL

Theatre Staff Nurse required. End of August. Also **Staff Nurse,** end of July, Rushcliffe scale of salary. F.S.S. in force. Apply with full particulars to the Matron. (1966)

COUNTY OF LINCOLN — PARTS OF LINDSEY
COUNTY SANATORIUM,
BRANSTON HALL, LINCOLN

Staff Nurse required. Applicant should have had previous experience of tuberculosis work and especially of artificial pneumothorax therapy. Previous experience of Theatre work would be an advantage. The post is resident and salary is according to the Rushcliffe Report scale. Uniform is provided and there is a Superannuation Scheme in force. Applications, together with copies of testimonials and/or names for reference should be sent to the Matron. (1967)

WEYMOUTH AND DISTRICT HOSPITAL,
WEYMOUTH

Staff Nurse required. Rushcliffe Committee scale of salary and superannuation scheme in force. Apply, giving full details, to the Matron. (1971)

BERKSHIRE COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT
MAIDENHEAD & WINDSOR
EMERGENCY WARDS (HUTMENTS)

Applications are invited for the following appointments:—

Staff Nurses, Nurses, S.R.N., **Assistant Nurses.** Salaries and conditions in accordance with the Ministry of Health, C.N.R. regulations. Apply to the County Public Assistance Officer, 3 Abbot's Walk, Reading. (2018)

HULL ROYAL INFIRMARY

Staff Nurses required. Commencing salary £100 per annum with usual emoluments. Federated Superannuation Scheme in force. Apply with full particulars to the Matron. (2020)

CHELSEA HOSPITAL FOR WOMEN

Vacancy for **Staff Nurse** for Wards, resident or non-resident. Salary according to scale with uniform. For further particulars apply Matron, Dovehouse Street, S.W.3. (2023)

THE RETREAT, YORK

A Registered Private Hospital for the treatment of Mental and Nervous Illness managed by a Committee of the Society of Friends.

There are vacancies at the above hospital for **Probationer Nurses.** Girls of good education are invited to ask for an illustrated booklet, giving particulars of the course of training in Mental Nursing given at this hospital—a recognised Training School. Conditions of service are excellent. Each nurse has a room of her own in a modern, well-equipped hostel, standing in its own grounds. Hours of duty reasonable and recreational facilities are available. Commencing salary £60 per annum, rising annually to £95 per annum, plus board, lodging, uniform, etc., valued at £75 per annum.

MENTAL NURSING IS TO-DAY AN URGENT FORM OF NATIONAL SERVICE, AND ALL NURSES ARE RESERVED. Address your enquiry to the Matron. (1628)

WESTERN GENERAL HOSPITAL EDINBURGH

Staff Nurses required; general trained S.R. and C.M.B. certificates, salary commencing £120 p.a. with board lodging and use of uniform. Apply to Matron. (1914)

ISOLATION HOSPITAL, CLATTERBRIDGE,
NEAR BIRKENHEAD

Staff Nurse. State Registered Fever Nurse. Salary in accordance wih the Rushcliffe Scale. £90—£5—£140. Uniform provided. The post is a designated post under the Local Government and Other Officers' Superannuation Act; a medical examination is required for that purpose.

Forms of application may be obtained from the Matron. (1921)

NORTH RIDING INFIRMARY
MIDDLESBROUGH

Staff Nurses required at once for wards and theatre. Must be S.R.N. Present salary £90 per annum. Rushcliffe Scale of salaries to be adopted —application pending. F.S.S. in force. Apply, giving particulars of training and Matron's name for reference to Matron. (1933)

ROYAL VICTORIA & WEST HANTS
HOSPITAL, SHELLEY ROAD,
BOURNEMOUTH

Staff Midwives for private wards and general maternity department required. Salary according to Rushcliffe Scale. F.S.S. in force. Apply with names for reference to the Matron. (1937)

THE STAFFORDSHIRE,
WOLVERHAMPTON AND DUDLEY
JOINT BOARD FOR TUBERCULOSIS

The following staff are required:

Two **Staff Nurses,** S.R.N. Salary £110—£150. T.A. Certificate only, £85—£120.

Probationer Nurses for two years' training. Salary 1st year £45, 2nd year £50. Special accommodation for Staff Nurses who themselves have had sanatorium treatment and are now able to take up duties. Modern nurses' home and classroom. Superannuation Scheme in force. Facilities for taking T.A. Certificate. Uniform provided. Twenty-eight days' annual leave for 12 months' service. Apply, with full particulars, to Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (1939)

RESIDENTIAL NURSERY
CORAM COURT AND CORAM TOWER
LYME REGIS

Applications are invited for the following temporary appointments at the above-mentioned nursery established for the purposes of the Government Evacuation Scheme:—**Assistant Staff Nurse** Salary between £70 and £80 per annum according to experience (Applicants should hold a Nursery Nurse's Certificate or have at least two years nursery experience)., **Nursery Nurses.** Salary £65 per annum. **Probationers.** Salary £36 per annum.

Applications in candidates' own hand-writing, stating age, experience and qualifications, together with the names and addresses of two persons to whom reference may be made must be forwarded so as to be received not later than Wednesday, the 9th June, 1943, by the Clerk of the Dorset County Council, Shire Hall, Dorchester. (1909)

SIMPSON MEMORIAL MATERNITY PAVILION
ROYAL INFIRMARY, EDINBURGH

Staff Nurses required. Salary according to Taylor Committee recommendations. Apply with Matron's name for reference to Matron-in-Charge. (1913)

THE ROYAL INFIRMARY, SUNDERLAND

Staff Nurses required for Maternity Section of Private Patients' Department of 50 Beds. Salary according to Rushcliffe scales with an additional £10 per annum in respect of S.C.M. Certificate. Uniform provided. New Nurses' Home. Federated Superannuation Scheme in force.

Apply to Matron giving full details of training and experience. (2029)

ROYAL BUCKINGHAMSHIRE HOSPITAL
AYLESBURY (150 beds)

Theatre Staff Nurse required. Salary £100/140 according to experience (Rushcliffe scale). Usual emoluments. F.S.S. in force. Apply to Matron with particulars of experience and Matron's name for reference. (1978)

WILSON HOSPITAL, MITCHAM, SURREY

Staff Nurse, S.R.N., required. Salary according to Rushcliffe Scale. Apply, giving full particulars, to Matron. (2024)

ELTHAM HOSPITAL, ELTHAM, S.E.

Staff Nurses required, S.R.N., S. Salary according to Rushcliffe Sch FS.S.S. in force. Uniform. Apply with particulars to Matron. (19

THE HOSPITAL FOR SICK CHILDR
GREAT ORMOND STREET, LONDON
W.C.1.

There are vacancies for **Staff Nu** R.S.C.N. essential. Salaries in accord with the recommendations of the Rush Committee. F.S.S. in force. Applicat giving names of two referees should addressed to the Matron. (20

ROYAL BUCKINGHAMSHIRE HOSPIT
AYLESBURY (150 Beds)

Staff Midwife, S.R.N., S.C.M., requ Salary according to Rushcliffe Scale. U emoluments. F.S.S in force. Appl Matron with particulars of training experience and Matron's name for refere (19

ROYAL EAST SUSSEX HOSPITAL
HASTINGS
(187 BEDS)

Staff Nurse required for Casualty and Patient Department. Must be S.R.N. S according to Rushcliffe Scale. Federated S annuation Scheme in force. Uniform prov Apply, with Matrons' reference, to the Ma (20

VICTORIA CENTRAL HOSPITAL, WALLA
135 BEDS

Staff Nurses required ,S.R.N. Salary acco to the Rushcliffe Scale. Federated Superan tion Scheme in force. Apply with full partic and Matron's name for reference to Ma Victoria Central Hospital, Wallasey. (20

THE GENERAL INFIRMARY AT LEED

Applications are invited from State Regis Nurses for the Brotherton Wing for Pri Patients. Commencing salary £100 per an with superannuation and uniform. Non-res with living-out allowance or resident. Appl Matron. (20

THE BURSLEM HAYWOOD AND TUNST WAR MEMORIAL HOSPITAL, HIGH L TUNSTALL, STOKE-ON-TRENT
74 BEDS
COMPLETE TRAINING SCHOOL FO NURSES

Staff Nurses required, with and without S certificate but must be S.R.N. Salary acco to Rushcliffe Scale. Federated Superann Scheme in Force. Apply with particular Matron. (20

WEIR HOSPITAL
WEIR ROAD, BALHAM, S.W.12

Two State registered **Nurses** required. S £100 p.a. F.S.S. in force.

Vacancy for **Assistant Nurses** now and Septe with Theatre experience but not essential. S according to Rushcliffe Scale. Also **Probat Nurses** required. Apply with particular training, giving a matron's name for referen the Matron. (20

WORCESTER ROYAL INFIRMARY

Staff Nurse required for operating the Salary £100 and uniform material. Feder superannuation scheme in force. A with Matron's name for reference Matron. (17

GOSPORT WAR MEMORIAL HOSPITA HANTS

Staff Nurse required. S.R.N. Sala according to the Rushcliffe Scale. Uni provided. Federated Superannuation Sch in force.

Apply, giving full particulars Matron's name for reference to Matron. (16

COUNTY BOROUGH OF ROCHDAL
BIRCH HILL HOSPITAL

State-registered Nurses required for in the Nursery for Premature Inf (alternate day and night duty). Candid must be specially trained in this par lar class of nursing. Salary as Rushc Scale applicable according to degree training. The appointment is design under the Local Government Superan tion Act, 1937, and the successful c dates will be required to pass a me examination.

Forms of application may be obta from the Medical Officer of Health, P Health Offices, Baillie Street, Rochdale (17

HOVE GENERAL HOSPITAL

Staff Nurses required, S.R.N. Sa according to Rushcliffe scale. Uniform vided. Superannuation scheme in for

Apply stating age, with full particu to Matron. (18

BOUNDARY PARK GENERAL HOSPI OLDHAM
(430 Beds)

Applications are invited from State-r tered Nurses for the posts of **Staff Nu** at the above Hospital. Rushcliffe Scal salaries. Application forms may be tained from the Matron. (18

THE BIRMINGHAM UNITED HOSPITAL
GENERAL HOSPITAL. THE QUEEN ELIZABETH HOSPITAL
(Incorporating Queen's Hospital 1841-1941)
Staff Midwife required. Salaries recommended by the Rushcliffe Commission adopted.
Apply with full particulars to the Matron. (1739)

SAINT MARY'S HOSPITAL MANCHESTER
Staff Nurse required for Gynaecological Ward. Rushcliffe salaries adopted. Apply giving matron's name for reference to Matron. (1749)

THE BOLTON ROYAL INFIRMARY
(245 Beds)
Staff Nurse required for Ophthalmic Department. State-registered Nurse with ophthalmic experience. Salary, emoluments, superannuation and conditions of service in accordance with Rushcliffe recommendations. Apply, giving full particulars to Matron. (1795)

GENERAL INFIRMARY AT LEEDS
Vacancy for **Staff Nurse** in the X-Ray Department. Salary £100 resident, or if taking Radiography training £26 resident. Apply to Matron. (1848)

THE SKIN HOSPITAL, BIRMINGHAM
Staff Nurse required for Children's Ward (22 beds). Rushcliffe scale of salary. All uniform provided. Applications to Matron, Skin Hospital, George Road, Edgbaston, Birmingham 15. (1836)

ST LONDON HOSPITAL HAMMERSMITH ROAD, W.6.
Non-resident **Staff Nurse** required immediately for holiday relief in V.D. Department. Salary Rushcliffe scale. Apply Matron. (1827)

THE GLOUCESTERSHIRE ROYAL INFIRMARY AND EYE INSTITUTION GLOUCESTER
Staff Nurse, S.R.N. required for Casualty and V.D. Department. Salary according to, Rushcliffe Scale. F.S.S. in force. Apply to Matron giving particulars of training and experience. (1828)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM
General trained **Staff Nurses** required for one year's training for the General Nursing Council's examinations in Fevers. Resident **Sister-tutor.** Nurses' Home. Weekly day off.
Salary in accordance with the recommendations of the Rushcliffe Report. Minimum salary £110
Forms of application may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester.
WILFRID CARR,
Public Health Department, Secretary.
Grey Friars,
Leicester. (1832)

HORSHAM HOSPITAL
Staff Nurse required. Salary according to Rushcliffe Scale. F.S.S.N. in force. Apply Matron. (1892)

HASLEMERE AND DISTRICT HOSPITAL
HASLEMERE, SURREY
Midwife required for holiday duties, July, August and September. Salary at the rate £95 if also S.R.N. Apply Matron. (1888)

BOROUGH OF ALTRINCHAM
ISOLATION HOSPITAL
Applications are invited for the following appointments.
Staff Nurse, R.F.N. or S.R.N.
Assistant Nurses with fever experience.
Salaries in accordance with scales of the Rushcliffe Report.
Apply immediately stating age, experience with references to the Matron, Isolation Hospital, Sinderland Road, Altrincham.
Town Hall, A. GLOSSOP,
Altrincham. Town Clerk.
(1884)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. JAMES'S HOSPITAL
Staff Midwives required, S.R.N. and S.C.M. Salary £95—£115 per annum, plus cost-of-living bonus and usual residential emoluments.
Apply, with full particulars, to the Matron, St. James's Hospital, Beckett Street, Leeds, 9. (1867)

HASLEMERE AND DISTRICT HOSPITAL, HASLEMERE, SURREY
(74 BEDS)
Staff Nurses required, must be S.R.N., for Private Patients' floor and General wards. Permanent and holiday posts. Rushcliffe scale of salaries. F.S.S. in force. Uniform material provided. Apply Matron. (1712)

BOLTON MATERNITY HOSPITAL AND DISTRICT NURSES' HOMES
Midwives required for Hospital and District. Salary according to experience.
Apply, with particulars, to Matron, Nurses' Home, Howards Road, Plaistow. (1606)

COUNTY BOROUGH OF CROYDON
MAYDAY HOSPITAL, THORNTON HEATH
(Approved Part I Midwifery T.S.)
Staff Midwives. Salary at present £110—£115, pending revision of Midwives' salaries in relation to Rushcliffe Scale.
Pupil Midwives for training in Part I. Part II may be taken at the Council's Maternity Hospital in Croydon.
Student Nurses. Salary and conditions in accordance with Rushcliffe recommendations. For full particulars, apply to Matron. (1705)

KING'S COLLEGE HOSPITAL
State Registered **Nurses** with the S.C.M. Certificate or Part 1 Midwifery Training are required for the Private Patients' Wing and the Midwifery Department. Salary according to Rushcliffe Recommendations. Federated Superannuation Scheme in force. Apply to Sister Matron, King's College Hospital, S.E.5. (1581)

ST. LEONARD'S HOSPITAL, SUDBURY, SUFFOLK
Staff Nurse wanted, small general hospital. One awaiting State examination considered. Salary Rushcliffe Scale. Apply Matron. (1701)

PERTH ROYAL INFIRMARY
Staff Nurses required for Maternity Department, S.R.N., S.C.M. Salary according to Taylor Scale Apply Matron. (1367)

ILFORD COUNCIL MATERNITY HOME
APPOINTMENT OF STAFF MIDWIVES
Salaries: State Certified Midwives who are also State-registered Nurses £126 10s. per annum rising by one increment to £137 10s. per annum.
State Certified Midwives £115 10s. per annum rising by one increment to £126 10s. per annum.
(Inclusive of war bonus in each case.)
Uniform is provided.
Appointment is subject to the provisions of the Local Government Superannuation Act 1937, and to the Council's Sickness Regulations. Selected candidates will be required to undergo a medical examination.
Applicants must be willing to do night duty when required and to assist in the training of Pupil Midwives if such are appointed. A sum during holidays in lieu of maintenance is allowed.
All applications in writing, giving experience, qualifications, age and full particulars of training, to be made immediately to the Medical Officer of Health, Public Health Offices, Ilford. (12)

GUY'S HOSPITAL, LONDON BRIDGE, S.E.
PAYING PATIENTS' BLOCK
Vacancies for **Resident** State-registered **Staff Nurses** £90 p.a. Uniform. Nurses must be willing to work in any of the Guy's Hospital War Emergency Units while the paying patients' block is closed.
Applicants must be members of Federated Superannuation Scheme.
Apply the Matron. (477/2)

ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7
Staff Nurses, resident or non-resident, required in the St. David's Ward for Private Patients. Salary, superannuation and conditions of service in accordance with the Rushcliffe Scale. Applications should be addressed to the Matron at the Hospital, from whom all details can be obtained. (477/48)

ROYAL LONDON OPHTHALMIC HOSPITAL
(MOORFIELDS EYE HOSPITAL)
CITY ROAD, E.C.1
State-registered Nurses required for one year's Opthalmic training. Salary in accordance with the rate adopted by the Rushcliffe Committee. Examination held and certificate given to successful candidates. Apply Matron. (477/53)

CHARING CROSS HOSPITAL
Required for country hospital, **trained Staff Nurses.** Salary according to qualification. Apply in first instance to the Matron, Charing Cross Hospital, London, W.C.2. (477/22)

ROYAL ALFRED INFIRM HOME
FOR AGED MERCHANT SEAMEN
(35 BEDS)
Assistant Nurse required. Salary and off duty according to Rushcliffe Scheme.
Apply with full particulars to Matron. (1734)

ST MARY'S HOSPITAL, PADDINGTON, W.2.
Applications are invited for position of **Student Nurse.** Preliminary Training School eight weeks. Salary and conditions as Rushcliffe scheme recommendations. Please apply to Matron who will be pleased to interview parents with girls of School leaving age interested in the Nursing profession. (2068)

WEST SUSSEX COUNTY COUNCIL
ALDINGBOURNE HOUSE SANATORIUM, NR. CHICHESTER
Assistant Nurses required. Salary £75 per annum, rising by annual increments of £5 to £95 per annum, together with emoluments valued at £90. The appointment is subject to the provisions of the Local Government Officers' Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.
Holiday Nurses also required. Salary £2 2s. per week.
Apply, giving full particulars and references, to Matron, Aldingbourne House, near Chichester.
T. C. HAYWARD,
Clerk of the County Council.
(1793)

MIDDLESEX COUNTY COUNCIL
ENFIELD HOUSE,
19 CHASE SIDE CRESCENT, ENFIELD
(General Mixed Institution)
Non-Res. **Woman Charge Attendant,** for the Infirm Block. Some mental experience an advantage. Salary 45/- p.w. rising by annual increments of 2/6 p.w. to 52/6 p.w. with 2 meals per working day, uniform and laundry valued at £27 16s. plus war bonus. Established and pensionable staff, subject to medical examination. Apply to Matron "D" at above address, giving full particulars. (2036)

COUNTY BOROUGH OF SOUTHPORT
Experienced **Assistant Nurse** required at the V.D. & Skin Hospital, Pilkington Road, Southport. Salary payable in accordance with the Rushcliffe scale. Applications to be sent to the Sister in Charge. (1772)

BERKSHIRE COUNTY COUNCIL
CHILDREN'S HOMES
Reorganisation of Staffing Arrangements at BRACKNELL, MAIDENHEAD & WOKINGHAM
Wanted: **Children's Attendants.** Salary £65 per annum, rising by annual increments of £2 10s. to £75 per annum, plus cost of living bonus. Applications to be made on forms obtainable from the County Public Assistance Officer, 3 Abbot's Walk, Reading, and returned to him as soon as possible. ...(2019)

MIDDLESEX COUNTY COUNCIL
ST. MARY'S HOME, GLAMORGAN ROAD, HAMPTON WICK, Mx.
(Home for expectant and nursing mothers)
Non-Res. **Assistant Nurse** required. Salary and conditions in accordance with recommendations of Rushcliffe Committee. Unestablished staff. Apply to Matron "D" at above address, giving full particulars. (2034)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, FARNBOROUGH, NR. BROMLEY
(Training School for Nurses)
Assistant Nurses required. Salary according to experience and qualifications within the appropriate Rushcliffe scale £55 to £95 a year with meals whilst on duty and a living out allowance of £55 to £65 a year in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.
Application forms and further particulars obtainable from Matron at the hospital to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
29th May, 1943. (1988)

NORT HERTS JOINT HOSPITAL BOARD
Assistant Nurses and **Trainees** required at the Isolation Hospital, Hitchin Road, Letchworth. Salary and conditions in accordance with the First Rushcliffe Report. Applications to A. E. Passingham, Clerk to the Board, 9, Bancroft, Hitchin. (2088)

THE ALEXANDRA HOSPITAL FOR CHILDREN,
STOCKWOOD, LUTON.
There are vacancies for Probationer Nurses age from 16, for one or two years' training. Suitable for girls leaving school, but too young to begin training in a General Hospital. Lectures are given. Salary £30—£35 p.a., increasing to £55 p.a. at the age of 18.
Assistant Nurses also required with not less than two years nursing experience under trained Staff. Salary £65—£85 p.a., in accordance with the Rushcliffe Scale. For particulars apply to Matron. (2086)

BOROUGH OF WESTON-SUPER-MARE
Probationer Nurse required. Salary £55 per annum, with board, uniforom material and holiday allowance. Apply to Matron, Isolation Hospital, Weston-super-Mare. (2090)

THE INFIRMARY, STOCKPORT
RECOGNISED TRAINING SCHOOL
There are vacancies for well-educated **Probationers.** Age 18-32, salary as Rushcliffe scale. For particulars apply to Matron. (1957)

LONDON COUNTY COUNCIL
Student Nurses (aged over 17), required in the neurological unit at Sutton (L.C.C.) hospital, Brighton Road, Sutton, Surrey. Previous experience not necessary. Commencing salary £135 a year. Free rail voucher from home to hospital. Hours 96 a fortnight. Moderate charges for lodging (if resident) and meals taken. Application form from Matron. (1997)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.
(156 Beds)
Affiliated Training School.
Recognised by the General Nursing Council for England and Wales.
There are vacancies for **Student Nurses** age 18 to 30. Salary first year £40 per annum, second year £45 per annum. Uniform provided. Lectures by medical staff and Sister Tutor. Applications to be made to the Matron. (2059)

HUDDERSFIELD ROYAL INFIRMARY
There are vacancies for women of good education as **Probationer Nurses** at the Preliminary Training School. They will be coached throughout by a Resident Sister-tutor. Ward work is undertaken after a three months' course in the school and the training lasts for three years. Salary: 1st year, £40; 2nd year, £45; 3rd year, £50; plus board, residence, uniform and laundry. Federated Superannuation Scheme in force. Nurses who have passed the Final State Examination in Children's Fever Nursing may also apply for two years' general training. Enquiries to be addressed to the Matron. (1969)

TETBURY AND DISTRICT HOSPITAL, GLOS.
Two **Probationers** urgently required, 16-18 years old, for small up-to-date County Hospital. Hours of work, pay and off duty in accordance with Rushcliffe proposals.
Apply, The Matron. (1974)

HORSHAM HOSPITAL
AFFILIATED GENERAL TRAINING SCHOOL
Probationer Nurses required. Early vacancies for well educated girls of 18 years, or over. Salaries in accordance with Rushcliffe Report. Apply Matron. (2014)

NORTH RIDING INFIRMARY MIDDLESBROUGH
Probationer Nurses required, from 18 years to 30 years of age. Must be well educated. Commencing salary £30 per annum. Rushcliffe Scale of salaries to be adopted—application pending Uniform provided. Apply for application forms to Matron. (1932)

KING EDWARD MEMORIAL HOSPITAL, EALING, W.13.
Vacancies for well educated **Young Women** to train as nurses. Rushcliffe scale of salaries. Uniform provided. Lectures given by Honorary Medical Staff and Sister Tutor. Apply with full particulars to Matron. (1953)

WORCESTER ROYAL INFIRMARY
Probationer Nurses required. Three years training. Salary £40, £45, £50. Apply to Matron. (1788)

THE DISTRICT INFIRMARY, ASHTON-UNDER-LYNE
(200 beds)
VOLUNTARY HOSPITAL.
COMPLETE TRAINING SCHOOL.
Probationers required. Age 18 to 30. State-registered, Fever or Children's Nurses are accepted for two years' training. Salary £40, £45 and £50 per annum. For particulars apply to Matron. (1861)

BOROUGH OF WILLESDEN
MUNICIPAL (INFECTIOUS DISEASES) HOSPITAL
PROBATIONER NURSES
Applications are invited from well educated women between the ages of 17 and 28, to undergo two years' Fever Training. The hospital is a recognised training school with Preliminary Training School attached, and candidates are prepared for the State Examination. A 48 hour week is in operation and travelling expenses will be paid to successful applicants on taking up appointment. Salary, 1st year £47 10s., 2nd year £52 10s., plus war bonus. Full board, laundry and uniform provided in addition.
Application forms may be obtained from the Matron, Willesden Municipal Hospital, Brentfield Road, Neasden, N.W.10.
W. T. PIRIE, Town Clerk.
(1899)

CHIPPING NORTON AND DISTRICT WAR MEMORIAL HOSPITAL
Probationers required age from 16 years, must be strong and well educated.
Salaries according to Rushcliffe scale.
Apply Matron. (1839)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM
RECOGNISED TRAINING SCHOOL FOR THE GENERAL NURSING COUNCIL EXAMINATION IN FEVERS

Probationer Nurses required. Training 2 years and 3 months. Age from 17½ years. Salary £45 first year and £50 second year. Uniform supplied. Lectures given by the Medical Staff and Sister-Tutor.

Forms of application may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester.

WILFRID CARR,
City Health Department, Secretary.
Grey Friars,
Leicester. (1833)

ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN
WATERLOO ROAD, S.E.1
(Recognized Training School)

Applications are invited from well educated girls for 3½ years' training as **Nurses**. Minimum age 17 years. Preliminary training school in existence. Part of the period of training will be spent at the Sector Hospital, Chertsey. Salary £40, £45, £50 and £60. Uniform provided. Holiday and sick allowances given. Forms of application may be obtained from the Matron. (1752)

KING GEORGE'S SANATORIUM FOR SAILORS LIPHOOK, HANTS
(SEAMEN'S HOSPITAL SOCIETY)

Probationer Nurse required. Affiliated Training School—two years' training. Lectures given for Preliminary State and Tuberculosis Associations Examinations. Salary and emoluments at Rushcliffe Report rates. Age from 17 years.
Apply Matron. (7)

THE GLOUCESTERSHIRE ROYAL INFIRMARY AND EYE INSTITUTION, GLOUCESTER

Probationer Nurses required. Well educated. Age 18 to 30. Salary £40, £45, £50. State Registered **Fever or Sick Children's Nurses** accepted for two years' training.
Apply for full particulars to Matron. (1698)

THE ROYAL INFIRMARY SHEFFIELD
(475 BEDS)

There are vacancies for **Probationer Nurses** for increase of staff. After three months' preliminary course candidates who are accepted for duty in the wards and departments are given opportunities for taking the examination of the General Nursing Council. Instruction is given by members of the Honorary Medical Staff and by resident Sister Tutors.

Salaries: 1st year, £30; 2nd year, £35; 3rd year, £40; 4th year, £50; immediately increased to £90 on becoming State-registered.

Federated Superannuation Scheme in force for all trained staff. A good standard of education is required. Age 18-32.

Enquiries and applications should be addressed to the Matron who will be pleased to interview parents of likely candidates. (477/10)

QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, E.15
RECOGNIZED TRAINING SCHOOL

Probationer Nurses required. Well educated, age 18 to 30 years. Four years' training. Superannuation Scheme in force. Uniform provided. Midwifery can be taken in fourth year.

Apply by letter, or personally any morning to Matron (477/23)

THE ROYAL HOSPITAL, WOLVERHAMPTON
(INCORPORATED UNDER CHARTER)
(340 BEDS)

Vacancies for well-educated girls as **Probationers**, age 18-30 years. Preliminary training school. Free midwifery training (Part I) may be taken in fourth year if so desired. Uniform provided. Scholarships available for specialised training after State-registration.

A course for girls of 17 years may be taken in the women's department before general training Uniform provided.

Full particulars may be obtained from the Matron, who will be pleased to interview parents and girls by appointment.
Wolverhampton. (477/4)

WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, N.W.10

Applications are invited from strong well-educated girls from 18-20 years of age, who wish to train as **Hospital Nurses**. Personal interview essential. Training 4 years. Training will be curtailed one year for nurses in supplementary part of G.N.C. register.
Apply Matron. (477/31)

ST. MARY'S HOSPITAL, LONDON, W.2
TRAINING SCHOOL FOR NURSES

Early vacancies for well educated **Probationers** Eight weeks in Preliminary Training School. Salaries in accordance with the Rushcliffe Scale.

Application should be made to the Matron who will be pleased to interview parents with girls of school leaving age interested in the Nursing Profession. (477/18)

ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7.
PROBATIONERS

Candidates of good education between the ages of 18 and 33 can be received into the Preliminary Training School for seven weeks' training without fees before entering the wards. Salary, superannuation and conditions of service in accordance with the Rushcliffe scale. On completion of four years' training selected nurses have the opportunity of training for the C.M.B. Examination. Apply to Matron for full particulars. (477/26)

THE BIRMINGHAM UNITED HOSPITAL

THE GENERAL HOSPITAL
THE QUEEN ELIZABETH HOSPITAL

THE GENERAL HOSPITAL BIRMINGHAM
(Training School for Nurses —Preliminary School.)

APPLY TO THE MATRON, GENERAL HOSPITAL, BIRMINGHAM, 4. (477/3)

HERRISON HOSPITAL, DORCHESTER
(TRAINING SCHOOL FOR MENTAL NURSING)

Probationer Nurses required. Commencing salary 46s. 6d. per week, rising on promotion to 80s. per week. Uniform free. A weekly charge of 23s. 3d. is made for board, lodging and laundry Two whole days of duty every week and three weeks' annual holiday on full pay. Quarters in new Nurses' Home with all modern comforts and conveniences. Special instructions by Sister Tutor for nursing examinations qualifying for higher posts. Service pensionable. Previous experience not necessary. Apply at once to the Matron. (477/11)

NURSES WANTED

20 words 5/- and 1/- for every additional 4 or part of 4 words

Assistant Nurse required in small country hospital for chronic sick. Rushcliffe Report adopted. Apply the Matron, Whiteley Village Hospital, Walton-on-Thames. (1725)

Assistant Matron urgently required for Inwood Cottage Hospital, Alton, Hants. Liberal salary. Apply the Matron. (2063)

Derby. Staff Midwives. Part 2 Training School. Also two District Midwives (cyclists). Salary £115. Apply Lady Superintendent, Royal Nursing Institution. (2016)

District Nurse-Midwife, S.R.N., required, motorist. For rural area near Cambridge. Salary £210 p.a. Apply, County Superintendent, 15, Guest Road, Cambridge. (1947)

Holiday Relief Nurses required for district work in Surrey: (1) General nursing only; (2) General and Midwifery.

Apply, giving particulars of training and experience (state whether cyclist or motorist). County Nursing Superintendent, 50, Woodbridge Road, Guildford. (1797)

Industrial Nursing.—Wanted Shift Nurses for factories in North West. Salary £230 per annum. Uniform provided. 48 hours weekly. Apply Box No. 2058, "Nursing Times, St. Martin's Street, London, W.C.2. (2058)

Nurse companion required, for elderly lady (not invalid) maid kept, phone Welbeck 4534. Rose Victor, 26, Baker Street, W.1. (1925)

Metropolitan D.N.A., 31, Bedford Place, W.C.1.

Queen's State-registered **Nurses** urgently required to qualify for roll. F.S.S. Holiday allowance.—Apply Superintendent. (477/21)

Queen's Nurse required for Overtown, Lanarkshire. Progressive nurse for new district. Motorist or willing to learn. General and Maternity work. Furnished House. Apply County Superintendent, Public Health Offices, Beckford Street, Hamilton. (1945)

Queen's Nurses—Dorchester. 2, keen midwives, cyclists. Share accommodation. (Third lives separately). Scale salary based on service. County Nursing Superintendent, Shire Hall, Dorchester, Dorset. (2046)

Queen's State-registered Nurses for Roll. Salary £90—£125. Holiday and uniform allowances. Pension. Supt., 102, Blakesley Road, Yardley, Birmingham. (1815)

QUEEN'S NURSES WANTED.

Hastings, Sussex. (Part 2 Midwifery Training Centre). Assistant Superintendent, experienced midwife. Salary according to qualifications.

Rochdale, Lancashire. (Training Home for candidates). 2nd Assistant Superintendent. Health Visitor's Certificate essential. General work only. Salary according to experience.

Ashby de la Zouch. Single district. General nursing and midwifery. Cyclist. Scale salary, rooms.

Aylesbury, Bucks. Three employed, two required (One experienced Queen's Nurse, one increase of staff). General nursing and midwifery. Cyclists. Scale salary, furnished house provided.

Boreham Wood, Herts. Double district, two required. Combined duties. Cyclists. Scale salaries, furnished Council cottage with attendance.

Bramhall, Cheshire. Two employed, one required. Chiefly general nursing. S.C.M. preferred but not essential. Cyclist. Salary according to experience, rooms, live separately.

Braunstone, Leics. Two employed, one required. General nursing and midwifery. Cyclist. Scale salary, rooms.

Burghfield, Berks. One of 3 (each living in own area). Combined duties. Cyclist, motorist. Salary £232—£262 according to service. Unfurnished cottage, rent £20, F.S.S.

East Barnet, Herts. Full time Health Visitor for staff. Cyclist. Salary according to experience —£10 extra for Health Visitor's Certificate, Home.

Ewell, Surrey. One of three required. General nursing and midwifery. Cyclist. Surrey County Scale salary, Home.

Frodsham, Cheshire. Double district, one required. Cyclist. Midwifery and general work. Salary £120—£150, uniform £10, share furnished house.

Gillingham, Kent. Four employed, one required General nursing. Motorist desirable. Cyclist essential. Salary £100—£130, uniform £10, Home.

Hornchurch, Essex. Second nurse required owing to increase. General nursing (Midwife preferred). Scale salary, rooms.

Kettering, Northants. Midwife required (seven of Staff under Superintendent). Cyclist. Scale Salary. Home.

Kidderminster, Worcs. District midwife. Part 2. Training Home. Salary £110 rising. Cyclist. Uniform. Holiday allowance. F.S.S.

Leatherhead, Surrey. One for increase of staff. General nursing and midwifery. Cyclist. Surrey County scale salary. Nurses live separately.

Maidstone, Kent. Three employed, one required. General nursing, auto-cycle provided. Motorist desirable. Scale salary and allowances paid inclusively—war bonus 10%, F.S.S. Rooms available or own living arrangements, if preferred.

Malden, Surrey. One for staff of three. General nursing and midwifery. Cyclist. Surrey County Scale salary. Home.

Newton Heath, Manchester. One for staff. General work only. Cyclist. Scale salary, Home.

Surrey. Emergency Nurses required (both midwives and general nurses) Motorists or cyclists. Salary according to experience.

LANCASHIRE

Leyland near Preston. Double district. General nursing, home provided. one required, cyclist.

Radcliffe near Manchester. General nursing, three employed, one required. Cyclist, home provided.

Penketh near Warrington. Double district, two required, general and midwifery, furnished house and one car provided.

Salary rising to £125, plus £10, if undertaking midwifery, £10 uniform allowance, all else provided in cash or kind.

Apply Queen's Institute of District Nursing, 57 Lower Belgrave Street, London, S.W.1. (2032)

Required, retired or "resting" **Nurse** for little girl six years, spending Summer Holidays with invalid grandmother. State salary, experience, age, etc. Temporary. Write, Rambler Cottage, Shiplake-on-Thames. (1980)

Radiographer required in small West End London X-ray practise. Salary 4 to 5 guineas per week according to experience. Apply Box No. 1924. The Nursing Times, St. Martins' Street, London W.C.2. (1924)

Staff Nurse, S.R.N. required. salary £100. rising. Apply giving particulars, Matron, St. Catherine's Home for Incurables, Manningham, Bradford. (2073)

Sister. (S.R.N.) required for Home for 30 babies in Rutlandshire. Permanent position. Applicants must be C. of E. and had recent experience with babies under age of 2. Salary about £105 per annum, with board, residence, laundry, plus Uniform Allowance. Write, stating age, experience to :—Secretary, Waifs and Strays Society, Joel Street, Pinner, Middx. (1930)

Wanted **Trained Nurse or Assistant** with hospital experience in or from Reading area. Apply with references to Stansfield, 70, Northcourt Avenue, Reading. (1922)

W.V.S. WAR NURSERY

Wanted Children's State-registered **Nurse** as sister to war nursery for 35 babies under 5, good salary offered. Apply Lady Ismay, Wormington Grange, Broadway, Worcestershire. (1928)

(Miscellaneous)

Assistant Nurse required immediately with or without experience. Salary and conditions of service according to Rushcliffe Report. Commencing salary, without experience, £55 per annum. Application stating age and experience, if any, to the Matron, Isolation Hospital, Rockingham Road, Kettering. (1840)

Trainees required for Open-Air Residential School of 78 beds. Girls who must have attained the age of 15 years will be given preparatory hospital training. Salary commencing at £25 p.a. rising to £30 p.a., with uniform, board-residence, laundry and holiday pay. Apply to Matron, Torpenhow Open Air School, Frankby, West Kirby, Wirral, Cheshire. (1733)

MIDWIFERY

14/- per inch; minimum charge 10/-

BRITISH HOSPITAL FOR MOTHERS AND BABIES, WOOLWICH AND BRENCHLEY
(60 beds)
APPROVED FOR CERTIFICATE A

Vacancies for **Pupil Midwives.** Free training. Pocket money given. Ante- and post-natal clinics. Infant clinics.
Apply by letter to Hon. Secretary. (3)

LEEDS MATERNITY HOSPITAL, HYDE TERRACE, LEEDS, 2 (140 BEDS)

Pupils trained and prepared for the Examination under the new rules of the Central Midwives Board, Part I.

Free training available.

Vacancies occur for general-trained Nurses and others in January, April, July and October.
For particulars apply Matron. (6)

ROYAL DERBY NURSING ASSOCIATION AND NIGHTINGALE HOME, DERBY

Midwifery Training School for Part I C.M.B. Examination. Reduced fee under Ministry of Health Scheme. Free training with salary to a limited number of trained nurses.
Apply to the Lady Superintendent. (477/14)

QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, E.15
"MARGARET LYLE" MATERNITY WING

Pupils trained and prepared for the Examination under the new rules of the Central Midwives Board, Part 1. Vacancies occur in July and October. Apply to Matron by letter, or personally any morning. (477/24)

ILFORD COUNCIL MATERNITY HOME
(51 BEDS)
VACANCIES FOR PUPIL MIDWIVES

Pupils who are State-registered Nurses trained and prepared for examination under the new Rules of the C.M.B., Part I.

Free training with a salary of £60 per annum.

Apply to the Matron, Maternity Home, Eastern Avenue, Ilford. (2056)

HOLIDAY AND RESIDENTIAL

GOODWILL HOLIDAY PARTY in attractive private house. Lovely country. Stamp. Mrs. Brandreth and Miss Oldmeadow, Kelbarrow, Grasmere, Westmorland. (368)

Rest Homes for Practising Nurses and Probationers. Sidmouth (2 gns. weekly) and Haslemere (£1 weekly).—Apply Secretary, Edith Cavell Homes, 21, Cavendish Square, London, W.1. (4)

Blackpool, North. 'Phone 51562, Roughton Private Hotel, Empress Drive (adjoining Promenade). Modern, open all year. Tariff Miss Myerscough, Member Royal College of Nursing. (11)

FOR SALE, Etc.

High-class registered **Nursing Home** in favourite London suburb. Freehold with large and profitable practice and many future bookings to be sold as a going concern. Apply: Hampton and Sons, Ltd., 6, Arlington Street, St. James', S.W.1. Tele.: Regent 8222. (1972)

WANTED

Cloak Wanted. Nurses full length cloak; also mackintosh cape; preferably with hood; required for work of National Importance. No coupons left; will someone please sell. Write details, Box 1823, Nursing Times, St. Martins Street, London W.C.2. (1823)

PLEASE MENTION "NURSING TIMES" WHEN ANSWERING ITS ADVERTISEMENTS

For the protection of hæmorrhoidal veins

bear in mind

Germoloids

HÆMORRHOIDAL SUPPOSITORIES

If the bowel is inactive for even a day or two evacuation may be rendered difficult owing to the presence in the rectum of hardened fæcal matter. Straining and consequent pain creates a reluctance to go to stool, with further aggravation of the disorder. In GERMOLOIDS you have the means of relieving the difficulty. These famous hæmorrhoidal suppositories will permit easy evacuation and so protect hæmorrhoidal veins against congestion and distension. *Any member of the Nursing Profession unacquainted with GERMOLOIDS is invited to send for a generous trial box.* Supplies at all Chemists: **1/5** per box, including Purchase Tax.

VENO DRUG CO LTD · 68 PALL MALL · LONDON · S·W·1

Style - Comfort and UTILITY Value

U5140 Tab Court in Crushed Kid. Black, brown, blue or wine **26/9**

NORVIC

Fitted by

Charles H. Baber LTD.

For Scientific Foot-Fitting

140, REGENT STREET, LONDON, W.1

BIOLOGICAL MBL PREPARATIONS

ANTIPEOL CUTANEOUS VACCINE OINTMENT

contains sterile vaccine filtrates (antivirus) of all the common strains of **STAPHYLOCOCCI, STREPTOCOCCI** and **B. PYOCYANEUS,** in lanoline-zinc-ichthyol base.

INDICATIONS: Abscesses, boils, burns, eczema, ulcers, hæmorrhoids, impetigo, sycosis, wounds, and all inflammatory cutaneous infections.
ANTIPEOL LIQUID for infections of the ear, septic cavities and suppurating wounds.

OPHTHALMO-ANTIPEOL

contains in a semi-fluid base, the sterile vaccine filtrates of **STAPHYLOCOCCI, STREPTOCOCCI, B. PYOCYANEUS, PNEUMOCOCCI FRAENKEL** and **GONOCOCCI.**

INDICATIONS: Conjunctivitis, blepharitis, keratitis, dacriocystitis, and all inflammatory conditions and lesions of the eye.

RHINO-ANTIPEOL

a nasal immunising cream, contains Antipeol Liquid and the antivirus of **PNEUMOCOCCI, PNEUMO-BACILLI, ENTEROCOCCI, M CATARRHALIS, B. PFEIFFER,** and calmative and decongestive ingredients.

INDICATIONS: Coryza, rhinitis, hay fever, catarrh, influenza, common cold and other naso-pharyngeal infections.

ENTEROFAGOS

Polyvalent bacteriophages specific against 144 strains of micro-organisms common to infections of the gastro-intestina tract, kidneys and bladder. **RAPIDLY EFFECTIVE RESULTS** in enteritis, dysentery, colitis, diarrhœas, B. coli infections, typhoid and paratyphoid fevers and other intestinal and para-intestinal infections.

DETENSYL

vegeto-polyhormonic hypotensor, for gentle and regular reduction of arterial tension.

INDICATIONS: High blood pressure, arterio-sclerosis, arthritis, palpitation ocular and auditory troubles of hypertension. No contra-indications

CLINICAL SAMPLES AND LITERATURE FROM

MEDICO-BIOLOGICAL LABORATORIES LTD., South Norwood, LONDON, S.E.25

Nursing Times Editorial and Publishing Offices: MACMILLAN & Co., Ltd., ST.MARTIN'S STREET, LONDON, W.C.2. Telegrams: Publish, Lesquare, London. Telephone: WHItehall 8831. Subscription rates (post free to any part of the world) are:—Twelve months 19s. 6d. Six months, 9s. 9d. Three months, 4s. 11d. Special rate for College members:—12 months, 13s.; 6 months, 6s. 6d.; 3 months, 3s. 3d. Single copies 4½d. each, post free. Self-binder to hold 26 issues, 5s. 6d., post free. Printed in Great Britain by E. T. HERON & Co., Ltd., at Tottenham Street, London, W.1. June 5, 1943.

NURSES KNOW THAT IN GRANDMA'S DAY..

women just had to put up with many things which nowadays would not be tolerated. Knowledge on many vital subjects was limited—women *expected* to be "in poor health" from forty onwards. To-day such middle-age discomfort need not be, because modern medical science has discovered its cause and remedy. Menopax is a most up-to-date medicine for such conditions—prescribed by doctors.

CONSULT YOUR DOCTOR ABOUT

MENOPAX

A compound Oestrogenic Sedative for Women of Middle-age.

Prices **2/10, 5/7½** *and* **11/3** *from Boots, Timothy Whites, Taylors and all leading chemists.*

FREE TO NURSES **Readers of the 'Nursing Times' are cordially invited to send for FREE PROFESSIONAL SAMPLE OF MENOPAX, and ask for copy of book—"The Crisis in a woman's Life."**

CLINICAL PRODUCTS LTD. 2, THE GREEN, RICHMOND, SURREY.

Selected for

SERVICE

COMFORT, APPEARANCE and ECONOMY.

With so many good points, it is no wonder "SPARVA" (regd.) FABRICS are the 'service' favourites for off-duty hours. They are a wise choice. Act on this advice and get the best Fabric Service.

"Sparva"
"Sparno"-Crease
"Sparva"-Spun
"Sparvasylk"
"Sparvalaine"

36" WIDE

"SPARVA"
104 SPARVA HOUSE,
MANCHESTER.

When patients ask you . . .

"But can I still get TAMPAX?"

you can reassure them . . .

There may be temporary shortages in some areas because increasing numbers of women are taking up active work today—and wanting Tampax. And naturally surgical cotton wool is controlled. But large supplies of Tampax are always in production and are distributed regularly and evenly amongst suppliers everywhere.

TAMPAX

REGD. TRADE MARK

Some unmarried girls may find difficulty in inserting Tampax for anatomical reasons. In such cases Tampax should be used only on the advice of a doctor.

Write for free sample and descriptive literature to:—
TAMPAX LTD., BELVUE ROAD, NORTHOLT, MIDDLESEX

use
ork
ical
pax
arly